



**REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH**

2020

Volume-I



ASUTOSH MISHRA, IAS (Retd.)

Pay Revision Commissioner



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-I

ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner

TABLE OF CONTENTS

Sl. No.	Chapter	Page No.
	Acknowledgements	i
	Executive Summary	iii
1.	Introduction	1
2.	Pay Revision Commissions - An Overview	4
3.	State Economy – An Overview	8
4.	Context and Approach to Pay Revision	21
5.	Recommended Pay Scales	27
6.	Fixation of Pay in the Revised Pay Scales	44
7.	Allowances	49
8.	Special Pay	121
9.	Automatic Advancement Scheme	148
10.	Leave Benefits	158
11.	Advance Increments	167
12.	Advances	169
13.	Medical Facilities	179
14.	Work charged Establishment	183
15.	Contingent, Contract and Minimum Time Scale Employees	192
16.	Differently Abled Employees	203
17.	Pensionary Benefits	208
18.	Human Resources	233
19.	Financial Implications	239

ACKNOWLEDGEMENTS

Fortuitously, I had all the field postings, spanning over more than 12 years in my career in the Indian Administrative Service, in the districts of the State of Andhra Pradesh in its present reorganized form. I learnt and honed my basic administrative skills while serving the people of this State in the formative years of my career. I therefore express my deep sense of gratitude to the State Government for affording me yet another opportunity for serving the State in the capacity of Pay Revision Commissioner. This exercise has enabled me to understand more closely the cadre compositions, administrative hierarchies and inter and intra-departmental parities among different categories of employees.

Pay revision of the State Government employees is an important quinquennial exercise for recalibration of remunerations and other service conditions of the State Government employees. As I near the end of this assignment I look back with gratitude to all the entities, institutional and individual, who made my job easier.

I am immensely thankful to the Chief Secretaries Sri DineshKumar, Sri Anil Chandra Punetha, Sri L.V. Subramanyam and Smt. Nilam Sawhney who personally enquired about my functional requirements as well as creature comforts and issued necessary instructions to all concerned to ensure for me a comfortable work environment.

The exercise of pay revision/fixation for a complex entity like the State Government, with its vast spatial spread and multitude categories of functionaries, requires proper comprehension of the organizational structures, nature of functions etc. I am thankful to the Heads of Departments who furnished all the required information and Service Rules to the Commission in response to the Questionnaire and Schedules sent to them.

I must make a special mention here about the assistance rendered to me by the General Administration Department in allocating suitable accommodation for the convenient day-to-day functioning of the Commission and for holding its meetings. I express my thankful gratitude to Sri M. Ravichandra, IAS, Sri Peeyush Kumar, IAS, and Sri S.S.Rawat, IAS, Finance Secretaries who approved the complement of supporting staff as well as establishment expenses required for the smooth functioning of the Commission.

The Commission had extremely meaningful interactions with the Joint Action Committees (JACs) and various Service Associations relating to the service issues encountered by the employees. They have given very clear and pointed presentations before the Commission about their aspirations and the expectations. I am thankful to the office bearers of the JACs and the various Service Associations for interacting with the Commission in extremely orderly and disciplined fashion. My special thanks are to the office bearers of the District Level JACs who organized our district-level interactions in equally orderly manner. These interactions brought to our notice several new perspectives and fresh issues for examination.

I am personally grateful to Sri K.V.S.K.S. Papa Rao, who has been with me right since I landed at the Gannavaram Airport for joining as the Pay Revision Commissioner. His past experience with previous PRCs, willingness to work hard, tremendous ability to liaison with various departments of the Government and ferret out relevant information and Government orders were assets which I have banked upon for completing this assignment. He has painstakingly put up all the analytical reports on pay parity related representations from various categories of employees and given me insights on several issues. I remain ever thankful to him.

I am acknowledging with a deep sense of gratitude the help rendered by Sri Nemani Yogeswara Sastry, Director of Economics & Statistics and his staff for providing me macro-economics data as well data relating to prices of essential items of consumption relating to the State. I am equally grateful to Sri B. Shoban, who unflinchingly responded to my request to put together a status report on the State's economy. He has put up a very succinct write-up and I sincerely acknowledge his help in this regard.

Ordinarily settled in Hyderabad, I had to find a suitable residential accommodation close to my work place in the State Secretariat at Velagapudi. I am immensely thankful to Sri N.A.V. Rama Rao and Sri Y. Kruparao (my former Personal Secretary) for locating a comfortable apartment in a gated community for my stay and helping me in setting up a make-shift residence.

I have banked upon my Peshi staff Sarvasri K. Pardha Saradhi, Assistant Secretary to Government (Rtd) and OSD in PRC and N.Hari Kumar, DEO, to manage all the short-hand, typing and computer work that I entrusted to them. I am particularly thankful to Sri N.A.V.Ramarao (on deputation from the department of Prohibition and Excise) for helping me by orderly presentation of all the grievance booklets and departmental schedules and for smooth conduct of the meetings at the Secretariat level as well as in the Districts. My Drivers Sri B.Ananth Maha Lakshamaiah and Sri P. Nagaraju have made my journeys safe and comfortable. Similarly the Peshi attenders Sri I.Parasuram Naik and Sri V. Narasimha Prasad took personal care of my creature comforts. I am extremely grateful to all of them.

Last but not the least, I must mention the excellent Secretariat assistance rendered by Sarvasri B. Srinivasulu, S.P. Naidu and Smt. B.Madhavi, Assistant Secretaries to Government and Section Officers K. Bhushanarao and R.V.S.N. Murthy, deputed from the Finance Department and other supporting staff Sarvasri K. Sivaram Kumar, DPO of A.P.T.S., P. Abdullah, Rizwan, Balakrishna of APCFMS and other office subordinates B.Buchanna, K.S. Jagadish and B. Divyarani. I shall be failing in my duty if I don't make a special mention of the effort put in by Sri Katta Hari Krishna, DPO in compiling and putting up the Excel Data relating to pay-scale details of various categories of employees in all the departments of Government in a suitable template. This made my job of putting together Volume-III of the report much easier. Sri Kodali Bala Krishna, DPO extended excellent support in page setup. I am grateful to all the above mentioned individuals in my official and personal capacity.

EXECUTIVE SUMMARY

1. Pay Scale:

- a) The Master Scale concept is retained with 32 Grades and 83 stages (increased from 81 stages). The Master scale is formulated with the following features:
 - i. Annual increment to range from 3% of the pay in initial stages to 2.34% at the end.
 - ii. Periodicity of increase in increment is recommended to be 3 years up to stage 72 in the Master Scale, 4 years for stage 73-80 and 2 years thereafter.
- b) The New Pay Scale is evolved by merging 100% of Dearness Allowance (as on 01.07. 2018) with Basic Pay and adding the fitment benefit.
- c) The 'Minimum Pay' for the lowest paid employee is to be ₹.20,000/- per month.
- d) The 'Maximum Pay' in the Master scale is worked out to Rs1,79,000/- p.m. which represents a Maximum to Minimum ratio of 8.95.
- e) In the event of stagnation in pay scale, grant of up to 5 stagnation increments is recommended.

2. Fitment:

The Commission recommends a fitment benefit of 27 % on Basic Pay.

3. Date of Effect of New Pay Scale:

The new pay scales may come into effect from 1.7.2018. Government may however take a view regarding the date from which the monetary benefit would accrue keeping in view its resource position and the various demands thereon.

4. Dearness Allowance:

- a) The existing practice of revising the Dearness Allowance (DA) twice a year, on 1st January and 1st July, in tandem with the sanction of DA by the Government of India may be continued.
- b) Since the Central rates of DA are based on the DA merged scales of 1.1.2016 while in the State DA is recommended to be fully merged on 1.7.2018, the Commission recommends a conversion factor of 0.91 for sanction of DA from 1.1.2019. It means that for every 1 % increase in DA sanctioned by the Government of India, the DA to be sanctioned by the State to its employees would be 0.91% starting from 1.1.2019.

5. House Rent Allowance:

- a) HRA may be allowed at the following rates
- (i) @ 30% of basic pay subject to a ceiling of ₹.26,000/- p.m. for employees shifting from Hyderabad on bifurcation of State.
 - (ii) @ 22% of pay basic pay subject to a ceiling of ₹.22,500/- p.m. in cities with population above 10 lakh
 - (iii) @ 20% of pay basic pay subject to a ceiling of ₹.20,000/- p.m. in cities with population of above 2 lakh and up to 10 lakh.
 - (iv) @ 14.5% of pay basic pay subject to a ceiling of ₹.20,000/- p.m. in cities with population of above 50,000 and up to 2 lakh
 - (v) Rest of the employees @12% subject to a limit of ₹.17,000 p.m.
- b) Additional HRA in lieu of rent free accommodation is retained at 8 % of basic pay, but the monetary ceiling is recommended to be increased from ₹.2,000/- to ₹.2,600/- p.m.

6. City Compensatory Allowance:

For the purpose of grant of City Compensatory Allowance, the Commission has recommended two slab rates, one for Visakhapatnam and Vijayawada and the second for the 12 other Municipal Corporations . The quantum of allowance is increased for all the pay ranges (Municipal Corporations of Visakhapatnam and Vijayawada ₹400-1000 and other Municipal Corporations ₹,300-750).

7. Advance Increments

The Commission has recommended not to grant in the normal course any special increment for possessing higher qualifications.

8. Loans and Advances

- a) The Commission has recommended that the Government tie-up with financial institutions for grant of House Building/Personal Conveyance loans and link up repayment to salary disbursement. Back-ended subsidy of 2.5% has been recommended on such loans;
- b) Pending such tie up, revised eligibilities, amounts and floating rate of interest linked to Repo Rate have been recommended in respect of all types of advances;
- c) It is recommended that the eligibility for 'Advance for purchase of Personal Computer' may be increased to a maximum of 3 times during the entire service career subject to a minimum gap of 7 years between the purchase of two successive computers and complete repayment of previous computer advance.

9. Leave Benefits:

- a) Additional 5 days Casual Leave has been recommended in favour of non-teaching women employees on par with the teaching women employees;
- b) Child Adoption Leave up to 180 days is recommended for woman employee having less than two surviving children if she legally adopts a child up to one year of age. Subject to the same conditions, paternity leave up to 15 days may be extended to 'single' male employees (unmarried/widower/divorcee) within a period of 6 months of child adoption;
- c) Child Care Leave has been recommended to be increased to 180 days in a maximum of three spells. It may also be extended to 'single' male employees (unmarried/widower/divorcee);
- d) Special Casual Leave of up to 7 days in a year is recommended for orthopedically challenged employees needing to change prosthetic aides. Same duration of Special Casual Leave has also been recommended for Nursing staff working in high risk ward;
- e) Revised rates have been prescribed for Ex-gratia Allowance payable to the employees who are granted extra-ordinary leave for the treatment of certain diseases.

10. Medical Benefits:

- a) In order to ensure financial sustainability of EHS, the quantum of employees' contribution should be increased in steps over a period of time along with similar step-up in the Government contribution;
- b) The pending claims of the network hospitals should be settled expeditiously by releasing additional funds to the Arogyasri Trust;
- c) The facility of Annual Health check-up may be extended to the Pensioner and his/her spouse;
- d) The Dr. YSR Arogyasri Trust may hold talks with a few hospitals in Hyderabad, Bangalore and Chennai, empanelled by the concerned State Governments, for inclusion under the EHS;
- e) Medical Allowance to Service Pensioners / Family Pensioners is recommended to be enhanced to ₹.500/- p.m.

11. Special Pays:

The quantum/rate of Special Pay for the existing category of employees has been recommended to be suitably enhanced. In respect of a few categories we have recommended its discontinuance.

12. Other Allowances:

- a) Mileage Allowance is recommended to be increased to ₹.15.50 per k.m. for petrol driven vehicles, ₹.11.50 per k.m. for diesel driven vehicles and ₹.6.40 per k.m. for motor cycles/ scooters.
- b) Rates of Daily Allowance and Lodging Charges may be enhanced by 33 % to ₹.300-600 per day for tours inside the State and ₹.400-800 per day for tours outside the State
- c) For the purpose of payment of lodging charges a fresh classification of places, inside and outside the State, has been drawn up and lodging charges have been fixed from ₹.300/- to ₹.1700/- per day.
- d) Conveyance charges to Court Masters and Personal Secretaries to Hon'ble Judges of A.P. High Court/ APAT has been increased to a maximum of ₹.5000/- per month.
- e) Fixed Travelling Allowance enhanced to a maximum of ₹.1700/- per month from the existing ₹.1200/- per month. The rates applicable for minimum 20 days touring in a month have been rationalised pro rata compared to the rates fixed for minimum 15 days touring in a month. Several new categories of employees from the Departments of Animal Husbandry, Cooperation, Sericulture, School Education and Panchayatiraj/Tribal Welfare Engineering have been recommended to be added to the list to get FTA.
- f) The limit for Tuition Fee reimbursement has been enhanced to ₹.2500/- per annum per child, subject to a maximum of two children.
- g) Funeral Charges of deceased employee has been recommended for increase to ₹.20,000/-.
- h) Special Compensatory Allowance payable for working in the Tribal areas has been increased from the existing minimum and maximum of ₹.500/- per month and ₹.1275/- per month respectively to ₹. 700/- per month and ₹.1800/- per month.
- i) Substantial increases have been suggested in Uniform Allowance, Uniform Maintenance Allowance and Stitching Charges.
- j) Enhanced admissibility of Risk Allowance has been suggested and new categories have been added to the existing list of employees eligible for 'Risk Allowance' in the Departments of Animal Husbandry and Forest.
- k) 'Ration Allowance' has been recommended at enhanced rates. New categories have been suggested for inclusion in the Insurance Medical Service and HM&FW departments.
- l) Increases have been recommended in 'Emergency Health Care Allowance', PG Degree and Diploma Allowance, Non Private Practice Allowance, Tribal Allowance and Rural Allowance for several categories of employees in Medical related Departments.

- m) 'Readers Allowance' to Visually Challenged teacher and lecturers is recommended to be enhanced by 33 percent, up to a maximum of ₹. 1200/- per month.
- n) 'Delhi Allowance' / 'Special Compensatory Allowance', to the staff working in the Andhra Pradesh Bhavan at New Delhi, has been recommended to be enhanced to 15% of Basic Pay subject to a maximum of ₹.5000/- per month.
- o) 'Special Gratuity Allowance' to drivers of AP Bhavan has been recommended to be increased to ₹.30/- per hour subject to a ceiling of 100 hours in a month.
- p) 'Conveyance Allowance' to physically challenged employees has been enhanced to 10% of Basic Pay subject to a maximum of ₹.2000/- per month.

13. Pensionary Benefits:

In respect of pensionary benefits our recommendations are the following:

- a. To consolidate pension/family pension with dearness relief as on 1.7.2018. 27% of the basic pension/family pension is to be treated as fitment benefit.
- b. To continue the existing provision of full pension after 33 years of qualifying service with 5 years of service weightage. Similarly no change is recommended in the formula for fixation of pension/family pension.
- c. A revised scale of additional quantum of pension starting from 70 years of age has been suggested
- d. If a government servant dies while in service, enhanced family pension is recommended to be paid to his dependants for a period of up to 10 years without any upper age limit. In case of death after retirement the enhanced family pension should be payable for a period of seven years or up to the date on which he would have attained 67 years, had he survived, whichever is earlier.
- e. The conditions of 45 years age limit in respect of unmarried/widowed/divorced daughter of family pensioners may be rescinded and the stipulation regarding having children may be altered so as to exclude widowed/divorced daughter having a child who has attained 25 years of age or started earning.
- f. To allow Dearness Relief on both the basic pensions (Service and Family) received by the same pensioner.
- g. The quantum of minimum pension/ family pension is recommended to be increased to ₹.10000/- p.m.
- h. The maximum amount of Gratuity payable at the time of retirement is recommended to be enhanced from ₹.12 lakh to ₹.16 lakh.
- i. The maximum limit for Death Relief amount on the death of a service pensioner/ family pensioner is recommended to be enhanced to ₹.20,000/-.

- j. The financial assistance is recommended to be increased to the level of minimum service pension/family pension (₹.10,000 per month) with dearness relief thereon after 1.7.2018.
- k. The existing ceiling limit of commutation at 40% of basic pension and provision regarding restoration of commuted portion of pension after 15 years should be continued.

14. Work Charged Establishment:

The scales of pay of Work Charged establishment have been rationalised keeping in view the qualifications prescribed at the entry level and the service conditions.

15. Full Time Contingent Employees and Contract Employees:

- i. The Commission recommends a remuneration of ₹.20,000/- p.m. (i.e. the minimum pay of Last Grade Employees in the proposed RPS) plus DA to the Full-time Contingent/Daily Wage/ Consolidated Pay/NMR employees whose services have not been regularized and who are already drawing a remuneration of ₹.13,000/- p.m. + DA in the 2015 RPS.
- ii. In respect of Contract employees also the remunerations may be fixed at the minimum of the time scale, in the now revised pay scale, of the equivalent category in regular employment in the Government.
- iii. The revision in remuneration in respect of these employees may be given effect to simultaneously (with effect from the same date) with the regular Government employees.

16. Home Guards:

- i. They may be paid Daily Allowance at the rate of 1/30th of the Minimum Pay (in the Revised Pay Scale recommended in this report for the Police Constables) plus Dearness Allowance thereon at the rates applicable to the Government employees from time to time.
- ii. The Home Guards may allowed to draw TA/DA at the rates applicable to Police Constables when they are sent on bandobaust duty to a place which is more than 8 km. from their normal place of duty.

17. Automatic Advancement Scheme:

The existing scheme of AAS may continue with the following modifications:

- (1) The present SPP Scale -II/SAPP Scale-II, eligible after 24 years of service in the same post, may be rechristened as SPP Scale -IIA/SAPP Scale-IIA
- (2) An employee, on completion of 30 years of service in a particular post, may be granted one increment in the SPP Scale IIA/ SAPP Scale IIA, as the case may be, which shall be called the Special Promotion Post Scale II-B/ Special Adhoc Promotion Post Scale II-B.
- (3) The benefit of Automatic Advancement Scheme may be continued up to and inclusive of Grade-25 in the revised scales i.e., ₹.76730-162780.

18. Human Resources to Meet Contemporary Requirements of Governance

- a. Each department should draw up a Recruitment Plan, updated on annual basis, containing details of existing vacancies in staff and officers, vacancies likely to arise in future due to retirement/ promotion etc. and phase wise recruitment to be made through APPSC / DSC or through Contract.
- b. In future Contract staff may be appointed only against positions which are temporary in nature and not against permanent positions. Those of the qualified Contract employees, who have been appointed on merit after following transparent and competitive recruitment process, may be regularised in service against available vacancies in permanent posts.
- c. Outsourcing should be only of services such as cleaning and maintenance, security/ watch and ward, bill collection, managing reception desks, supply of vehicles/drivers etc. These functions should be outsourced to Agencies on competitive tendering and in future no individual personnel should be hired on outsourcing basis.
- d. Gaps in training should be identified, department wise, by a Committee constituted under the auspices of the Andhra Pradesh HRD Institute, Bapatla and budgetary support provided for planning and conducting induction/ refresher training programmes for different categories of employees.
- e. General Administration (Services) Department may constitute a Committee to review, in a time bound manner, the Service Rules of all the departments in consultation with the respective Heads of Departments. While doing so adequate attention should be given to the aspect of career planning.
- f. Executive staff at the field level may be provided with mobile phones with CUG connectivity to quicken the process of decision making, problem solving and to monitor progress.
- g. Increasing number of 'Government to Citizen' (G2C) services should be brought under the umbrella of '**Mee Seva**'.

19. Financial Implication:

The financial implication of the Commission's recommendations is estimated to be of the order of about ₹.3,181 Crore.

CHAPTER-1

INTRODUCTION

01.01. The Government of Andhra Pradesh have so far constituted ten Pay Revision Commissions (PRCs). The last PRC (10th PRC) submitted its report on 29-05-2014. The pay scales recommended by the 10th PRC have been under implementation since 01-07-2013 with monetary benefit from 02-06-2014. The Employees' Associations have represented to the Government to constitute the Eleventh Pay Revision Commission for a relook at the remunerations and other service conditions of the Government employees and suggest changes. Thereupon the Government, vide G.O.Ms.No.75, General Administration (SC.A) Department, dated: 28.5.2018, constituted the 11th Pay Revision Commission and appointed Sri Asutosh Mishra, IAS (Retd) as Pay Revision Commissioner. The Government notified the following Terms of Reference for the Commission:

- (i) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of the State Government, Local Bodies and Aided Institutions, Non-teaching staff of the Universities including Acharya N.G.Ranga Agricultural University, Jawaharlal Nehru Technological University, Work charged employees and full-time contingent employees, which have a financial bearing taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;

The Commission, however, shall not deal with the teaching staff in Government Colleges and Government Aided Private Colleges drawing UGC/AICTE and ICAR scales. The Commission shall also not deal with the officers of A.P. State Higher Judicial Service and A.P. State Judicial Service who are drawing Pay Scales as recommended by the First National Judicial Pay Commission.

- (ii) To examine as to what extent the existing DA may be merged in pay and to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.
- (iii) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.
- (iv) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if

continuance is recommended what modifications, if any, are deemed desirable with regard to their rates, terms and other conditions which should govern them in future.

- (v) To examine and review the existing pension structure for pensioners and make recommendations which may be desirable and feasible.
- (vi) Review of the existing human resources of all departments in tune with the contemporary requirements including contract/outsourcing personnel particularly in the context of State bifurcation.
- (vii) To give its recommendations on any other matter referred to it by the State Government during the tenure of its office.
- (viii) In formulating its recommendations, the Commission may take in to account the overall financial position of the State.

01.02. The Pay Revision Commission assumed office on 09-07-2018 and commenced its work on 16-07-2018 after allotment of suitable office space. The Commission canvassed information in Proformas I,II,III and IV relating to the organisational structure, pay scales assigned from time to time, details of Special Pays and Allowances and methods of appointment etc. in respect of various categories of employees working in different Heads of Departments. It also issued a Press note on 20-07-2018 requesting the Service Associations/ Individuals/ Pensioners' Associations and employees of Local Bodies including Zilla Grandhalaya Samsthas, Aided Institutions, Universities etc. to put forth grievances before the Commission by 30-08-2018. Later, on the request of several Associations, the period for submission of grievances was extended to 21-09-2018. The Commission also sent a Questionnaire covering various aspects of the 'Terms of Reference' to the Service Associations, Unions, Secretaries to Government and all Heads of Departments soliciting their views and suggestions. The Heads of Departments were also requested to appoint a Liaison Officer to deal with the Commission and to furnish a copy of the latest service rules. With a view to provide wider access and transparency to the whole process the Commission put up the Questionnaire and the Proformas mentioned above in the public domain by placing them on the A.P. Finance department portal.

01.03. To start with, the Commission visited the Districts of East Godavari, Visakhapatnam, West Godavari, Kurnool, Anantapuramu, Vizianagaram and Srikakulam and interacted with various Associations and officials at the District level. This enabled the employees at the grass root level, who could not travel to the State capital, to express their grievances and aspirations before the Commission. In all 301 written representations were submitted to the Commission raising various aspects of pay fixation and service conditions. A total of 55 meetings were organised over a period of

47 days with 297 Service Associations, Unions and individuals, who had given written representations, to discuss in detail the issues raised by them. These meetings were commenced on 17-12-2018 and continued till 29-03-2019. These meetings were found to be extremely useful. Many of these meetings were attended by the Heads of Departments and other senior Officers who clarified the departmental views on the issues raised before the Commission. The Office Bearers of Employees' Unions/Associations made very valuable contribution in these meetings. The issues raised in the written representations and during discussions in the meetings and otherwise were analyzed and the views of the Commission on them have been indicated at relevant places in this Report. The Report consists of six volumes containing, inter alia, the following:

01.04. Volume-I : Commission's recommendations regarding Pay Scales, fitment formula, Pensionary benefits, Allowances and other service benefits of employees;

Volume-II : Recommendations of the Commission on the representations received from serving employees about enhancement in their pay scales, pay parities with other categories and anomalies in the pay scales assigned previously;

Volume-III : Departmental Schedules containing existing pay scales and revised scales recommended by the Commission to various categories of Government employees;

Volume-IV: Views of the Commission on representations submitted by the University employees regarding revision of pay scales. It also contains Schedules containing existing and revised pay scales recommended by the Commission for different categories of University employees who receive State Government pay scales;

Volume-V : Copies of orders relating to constitution of the Pay Revision Commission, copies of questionnaire canvassed by it soliciting suggestions/views of various stake holders, copies of various formats in which basic information about the organisational structure and functions of various Government Departments/ Universities, details of their employees, service rules and pay scales etc. were called for. Details of meetings held by the Commission have also been given.

Volume-VI: Supplemental Report of the Commission on the Pay Structure/Scales and other service benefits to be made applicable to the employees of PTD.

CHAPTER-2

PAY REVISION COMMISSIONS – AN OVERVIEW

02.01. Periodic Revision of compensation structure of the employees is a regular feature in most Organisations. Such revisions are necessitated mainly due to the erosion of purchasing power (due to inflation) of the monetary compensation in the hands of the employees. Changes in the qualification and skill-set requirements of the employees, alterations in the conditions of service as well as the need of the organization to remain competitive and attractive in the job market also play a role. Generally, in a Governmental set up, the need and extent of such wage revisions are examined by independent Pay Revision Commissions (PRCs) headed by individuals who are not in active government service. The PRCs are mandated to take into account the expectations of the government employees relating to their pay/allowances/other service benefits/pension packets and consider as to what extent their genuine aspirations can be accommodated in a rational wage structure duly keeping in mind the various competing demands on the financial resources of the government.

02.02. The State Government of Andhra Pradesh (combined State) had, since its formation in 1953, constituted ten Pay Revision Commissions (PRCs). The present PRC is the first one constituted after bifurcation of the erstwhile State into Andhra Pradesh and Telangana on 2nd June, 2014. The Central Government, on the other hand, has so far constituted seven PRCs for its employees. A chronological table showing the sequence of constitution of PRCs at the State level is given below:

PAY REVISIONS IN ANDHRA PRADESH

Sl. No	PRC	Date of Constitution	Date of Submission of Report	Time Taken	Date of Implementation	Financial Implications (₹. Cr.)
1	1958	NA	NA	NA	NA	NA
2	1965	NA	NA	NA	NA	NA
3	1974	06-06-1974	29-06-1975	13 months	1-1-1974 with monetary benefit from 1-1-1975.	7.50
4	1978 Pay Scale + Pensions	01-01-1978	17-09-1979	1 year 8 months	1-4-1978 with monetary benefit from 1-3-1979	31.15
5	1986	10-05-1985	13-07-1986	1 year 2 months	1-7-1986	75.00

6	1993	03-05-1991	08-04-1993	1 year 11 months (Universities non-teaching staff included)	1-7-1992 with monetary benefit from 1-4-1993	210.50
7	1999 Pay Scales + Pensions	01-02-1998	21-07-1999 (Govt. Emp.) 25-08-1999 (Universities)	1 year 6 months (Govt. and University Employees)	1-7-1998 with Monetary benefit from 1-4-1999	1257.82
8	2005 Scales + Pensions	23-02-2004	30-06-2005	1 year 4 months	1-7-2003 with Monetary benefit w.e.f. 1-4-2005	1199.62
9	2010	07-07-2008	November, 2009	1 year 4 months	1-7-2008 with monetary Benefit from 1.2.2010	1629.78
10	2015	28.02.2013	29.05.2014	1 Year 3Months	1-7-2013 with monetary Benefit from 02.06.2014	3599.00

02.03. The 1st PRC was constituted in 1958 under the Chairmanship of the then Finance Minister Sri K.Brahmananda Reddy. The 2nd PRC was set up in 1965 under Justice N.D. Krishna Rao while the 3rd was in 1974 headed by Sri R. Prasad, ICS (Rtd). The subsequent Pay Commissions were constituted under the Chairmanships of retired IAS officers, namely A. Krishna Swamy (4th PRC), Sri K. Subrahmanyam (5th PRC), Sri D. Shankaraguru Swamy (6th PRC), Sri R.K.R. Gonela (7th PRC), Sri J. Rambabu (8th PRC), Sri C.S. Rao (9th PRC) and Sri P.K. Agarwal (10th PRC).

02.04. It is also notable that the 6th, 7th and 8th PRCs were followed by Anomalies Committees constituted to resolve anomalies perceived to be arising out of the pay structures recommended by the preceding PRCs. The report of a similar Committee constituted in the aftermath of implementation of the 9th PRC recommendations was aborted by the announcement of constitution of the 10th PRC by the State Government. However no Anomalies Committee followed the 10th PRC.

02.05. Pay Revision in a highly hierarchical and multi-functional organization like the Government is a very complex and elaborate exercise. Needless to say, the PRCs make a conscious effort to rectify anomalies in the existing pay structure which are brought to

their notice and/or which they observe suo moto during the course of their analysis of the horizontal relativities and vertical spacing in pay structure of various categories of posts. This Commission is aware that the “anomalies” pointed out by certain segments of employees post revision of pay-scales by a PRC may be either genuine or merely perceptual. Suffice it to say that while in the former case a fresh view may have to be taken, in the latter case the alteration in pay scale or its relative position with reference to other pay-scales might have arisen out of a conscious, objective and reasoned view taken by the PRC and should not therefore be regarded as an anomaly and should not ordinarily brook any interference. The 9th PRC dwelt elaborately on this issue and gave some suggestions and this Commission fully endorses its views.

02.06 Successive PRCs, in their quest to rationalize the pay structure and put in place an ideal pay matrix, have taken many major decisions. One decision which needs special mention is the concept of Master Scale introduced by the 1993 PRC. The Master Scale considerably simplified the pay structure by prescribing a single ladder of pays in incremental steps, of which pay-scales attached to particular posts/designations were only segments. This ensured that the increment earned after reaching any particular stage of the scale is the same across the whole governmental set-up, irrespective of the department or category of the employee. It also greatly reduced the number of pay scales thereby aiding easier establishment of horizontal relativities.

02.07. Successive Pay Commissions, since the 7th Commission (constituted in 1998), have been asked to submit their recommendations on the pension structure in tandem with their views on the pay matrix of serving employees.

02.08. Another major landmark in the past pay revision exercises has been the recommendation of the 5th Central Pay Commission to permit 100% neutralization of the increased cost of living to all sections of government employees. The rationale advanced by the 5th CPC was that a lesser degree of neutralization for a segment of employees would result in persistent erosion of their real wages and this, in turn, would cause distortion in the maximum-to-minimum pay ratio. This principle has been endorsed by the subsequent Central Pay Commissions as well. This rationale has also been adopted by the subsequent State PRCs. In fact, the Dearness Allowance (D.A) allowed to the State Government employees is at present being calculated by multiplying a conversion factor, recommended by the PRCs, to the D.A. percentage sanctioned to the Central Government employees at six-monthly intervals i.e., on 1st January and 1st July of every year.

02.09. A distinct difference in the pay revision exercise of the State Government vis-à-vis that of the Central Government has been the frequency of such revisions. While at the initial stages of formation of the State, PRCs were constituted once in 7-9 years (except the 4th PRC), the 7th and 8th PRCs were formed at 6 yearly intervals and the frequency for the 9th, 10th and 11th PRCs has got further reduced to 5 years. In contrast the Central Government Pay revisions are of late (since the 4th CPC) being implemented at a constant interval of 10 years. It is debatable as to what should be considered as an

ideal frequency for pay determination/revision. A shorter frequency has both merits and disadvantages. On the positive side it permits better alignment of the pay matrix with the ever changing working environment, job content and qualification/skill levels required for various government services. On the flip side such frequent exercises have the potential to raise expectations and give scope for inter-department/inter-cadre disputes. We leave it to the discretion of the Government to take a considered view in this regard.

CHAPTER-3

STATE OF ECONOMY OF ANDHRA PRADESH: AN OVERVIEW

03.01. A democratically elected popular Government in our country is enjoined by the Directive Principles of State Policy to strive to promote the welfare of the people by securing and protecting, as effectively as it may, a social order, in which justice - social, economic and political - shall inform all institutions of national life. The State shall direct its policy in such a manner as to secure the right of all men and women to an adequate means of livelihood, equal pay for equal work and within limits of its economic capacity and development, to make effective provision for securing the right to work, education and to public assistance in the event of unemployment, old age, sickness and disablement or other cases of undeserved want. The State shall also endeavour to secure to workers a living wage, humane conditions of work, a decent standard of life, and full involvement of workers in management of industries. In the economic sphere, the State is to direct its policy in such a manner as to secure distribution of ownership and control of material resources of community to subserve the common good and to ensure that operation of the economic system does not result in concentration of wealth and means of production to common detriment. In short, inclusive and sustainable growth, ensuring welfare and development of the people, are the primary goals of the Government. These goals are to be achieved through implementation of appropriate policy measures and programmes through the instrumentalities of the State, namely the Departments/Institutions set up by it and their employees. There is therefore a need to attract and retain adequate number of good quality staff in various positions of the Government for effective programmes implementation and service delivery. However this costs financial resources. If the outgo on remuneration to the staff increases disproportionately, it would obviously imply that the tax payer's money is used increasingly to meet government's operational expenses and not to finance capital infrastructure. This trend could hurt the productive capacity of the economy and make job creation even more difficult. There is therefore an imperative need to strike a fine balance between the above mentioned competing claims on the financial resources of the State.

03.02. It is well known that the award of any Pay Commission puts additional stress on the financial resources of the concerned Government and the report of this Pay Commission would be no exception. The Pay Commission award, involving rise in pay and allowances, also creates inflationary pressure on the economy and impedes the goal of fiscal consolidation.

03.03. Keeping in mind the above contextual background the Government has mandated this Commission to formulate its recommendations duly taking in to account the overall financial position of the State. We now proceed to present some relevant aspects of the State's economy.

03.04. The erstwhile State of Andhra Pradesh was bifurcated into Telangana and the residuary State of Andhra Pradesh on 2nd June, 2014. The journey of Andhra Pradesh post bifurcation has been quite eventful. On the one hand, the government has put in all its efforts to plan and implement a fresh vision of socio-economic development for the State, while simultaneously exploring all possible avenues for raising financial resources on the other. The various kinds of deficits inherited by the newly created State have presented it with a daunting challenge to fulfil its development and welfare goals.

Economic Growth Performance - GSDP Growth

03.05. Andhra Pradesh has registered GSDP growth rates of 9.20% during 2014-15, 12.16% during 2015-16, 8.34% in 2016-17, 10.11% in 2017-18, 4.45% in 2018-19 (FRE) and 8.16% in 2019-20 (AE) at constant (2011-12) prices. The GSDP has risen from Rs.4.44 lakh crore in 2014-15 to Rs.6.72 lakh crore in 2019-20 (AE), representing a jump of nearly 51% in 5 years. As seen from the Table below, since 2014-15 the new State has achieved growth rates which are higher than that at the all India level, except in the year 2018-19. The average annual growth rate over the 6 year period since the formation of the residual Andhra Pradesh State has been at 8.74%, which is far ahead of the corresponding national figure of 6.83%. The State needs to nurture and sustain this growth momentum through appropriate policy reforms and supportive capital expenditure.

Table 1 : GSDP/GDP at Constant (2011-12) Prices (Rs in Crore)

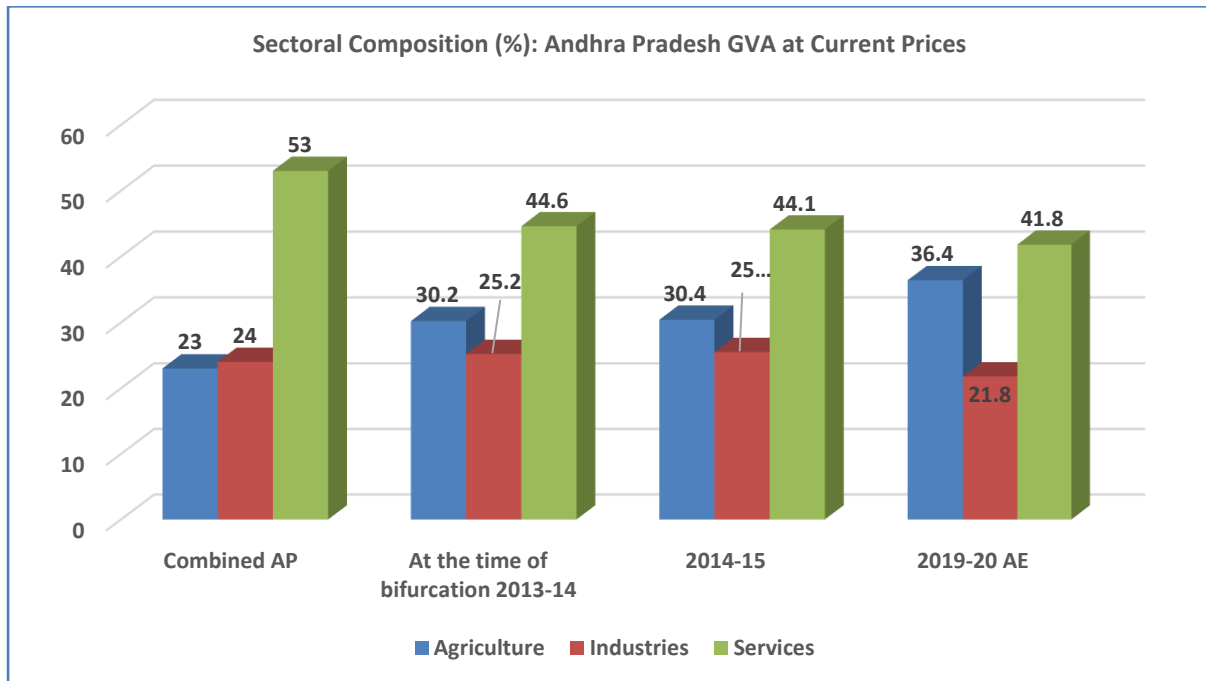
Year	Andhra Pradesh		India	
	GSDP	% Growth	GDP	% Growth
2012-13	3,80,629		92,13,017	
2013-14	4,07,114	6.96	98,01,370	6.39
2014-15	4,44,564	9.20	1,05,27,673	7.41
2015-16	4,98,607	12.16	1,13,69,495	8.00
2016-17 (TRE)	5,40,212	8.34	1,23,08,193	8.26
2017-18 (SRE)	5,94,841	10.11	1,31,75,160	7.04
2018-19 (FRE)	6,21,301	4.45	1,39,81,426	6.12
2019-20 (AE)	6,72,018	8.16	1,45,65,951	4.18

AE= Advance Estimates, FRE= First Revised Estimates, SRE= Second Revised Estimates TRE= Third Revised Estimates

03.06. It is pertinent to note that the growth in GSDP of Andhra Pradesh has mainly come from the agriculture sector. The contribution of agriculture & allied sector has increased to 36.40% in 2019-20 (AE) from 30.22% at the time of bifurcation in 2013-14 (it was 23% for the combined state in 2013-14). On the other hand the contribution of

the services sector has decreased to 41.80 % in 2019-20 (AE) from 44.61% at the time of bifurcation in 2013-14 (it was 53% for the combined state in 2013-14). Figure 1 depicts the structural composition of the State economy and its changes, subsequent to the bifurcation, for the years 2013-14, 2014-15 and 2018-19(AE).

Figure 1: Structural Composition (%) of State Economy post Bifurcation



Per Capita Income (PCI)

03.07. Per Capita Income is one of the most important macro-economic variables which indicates the standard of living of the people. It determines the purchasing power of the people which has an impact on the revenue receipts of the exchequer. The PCI of the State has been increasing consistently over the last three years and has reached a figure of Rs.1,69,519 during 2019-20 AE) with a growth rate of 12.14% over 2018-19 (FRE) at current prices. In spite of this growth the PCI is the lowest among the Southern States as indicated in the table below:

Table 2 : Per Capita Income (at Current Prices) of Southern States and All India (Rs.)

States	2014-15	2015-16	2016-17 (TRE)	2017-18 (SRE)	2018-19 (FRE)	2019-20 (AE)
Andhra Pradesh	93,903	1,08,002	1,20,676	1,39,680	1,51,173	1,69,519
Telangana	1,24,104	1,40,840	1,59,395	1,80,494	2,04,488	2,28,216
Tamil Nadu	1,28,372	1,40,441	1,54,272	1,71,583	1,93,750	2,14,237
Karnataka	1,30,024	1,48,110	1,70,133	1,87,649	2,10,887	2,31,246
Kerala*	1,35,537	1,48,011	1,66,205	1,83,435	2,04,105	N/A
All India	86,647	94,797	1,04,659	1,14,958	1,26,408	1,35,050

(*Kerala: full data is not available)

- 03.08.** The reasons for lower per capita income in Andhra Pradesh are:
- lower rate of urbanisation (29%),
 - inadequate contribution from the industries and services sectors,
 - loss of the economically productive city of Hyderabad post bifurcation, and
 - existence of both drought prone and cyclone prone areas in the State.

Impact of Bifurcation

03.09. The nature of reorganization of erstwhile Andhra Pradesh State was quite unique and unprecedented when one considers the unjust and unfair manner and the undue haste with which it was carried out. Bifurcation of the State has had a big impact on the finances and growth trajectory of the residuary State of Andhra Pradesh. The broad issues are as indicated below:

- The State has to construct a new capital city with all the essential infrastructure including the Raj Bhavan, Secretariat, High Court, Assembly, Council, all Government offices, residential houses for the Chief Minister, Ministers, Judges, MLAs, Officers and other employees etc.;
- The State has to create new institutions, including State level institutions, since nearly 95% of the State level institutions were located in Hyderabad, now accruing to Telangana;

- iii. Assets were allocated on geographical location basis whereas debt liabilities were distributed on population basis. Hence, the liabilities inherited by Andhra Pradesh are more (i.e. 58.32%) whereas the revenues are less than 50% of the combined State;
- iv. Refund of taxes is to be shared between Andhra Pradesh and Telangana on population basis (58.32:41.68) whereas deferred tax collections have been allocated on location basis. This has caused a huge loss of about Rs.3,800 crore;
- v. The residuary Andhra Pradesh State has inherited both drought prone and cyclone prone areas;
- vi. Existence of very low urban population (29%) when compared to that of Telangana State (39%);
- vii. Andhra Pradesh, being a predominantly agricultural state, with large informal sector, has much less revenue raising potential.

03.10. Though Hyderabad was declared as the joint capital for both States, it became difficult to run the administration of the State from there. Hence a temporary Secretariat had to be constructed at Velagapudi (Guntur district) in the new capital i.e. Amaravati. The government, with all its offices and functionaries, shifted to Velagapudi and nearby locations around Vijayawada. Guntur in October, 2016. The government offices, which have shifted to Amaravati, are housed in temporary rental spaces thus adding to the establishment expenses.

Fiscal Situation of the State

03.11. The bifurcation of erstwhile Andhra Pradesh has had severe adverse effects on the finances of the residuary State of the Andhra Pradesh. The State finances have been under severe stress on account of bludgeoning expenses and shrinking of revenue base due to various factors such as increase in the establishment costs, interest payments, welfare commitments and loss of capital city as a major commercial hub. This fiscal stress is the result of expenditure commitments rising faster than revenue receipts and lesser than promised and anticipated flow of funds from Government of India.

A. Trends in Revenues

03.12 In 2014-15 revenue receipts were Rs.65,695 crore, which have increased to Rs. 1,10,871 crore in 2019-20 RE. Trends in revenue receipts and the same as percentage of the GSDP of Andhra Pradesh are given in Table 3 and Table 4 respectively.

Table 3: Revenue Receipts (Rs. Crore)

Item	2013-14 [^]	2014-15 Jun- Mar	2015-16	2016-17	2017-18	2018-19	2019-20 RE
Total Revenue Receipts	1,10,719	65,695	88,648	98,984	1,05,062	1,14,671	1,10,871
Tax Revenue	64,124	29,857	39,922	44,181	49,813	58,107	57,447
Non-Tax Revenue	15,473	8,181	4,920	5,193	3,814	4,396	3,324
Total Own Revenue	79,597	38,038	44,842	49,374	53,627	62,503	60,771
Tax Devolutions	22,132	11,446	21,879	26,264	28,675	32,711	28,224
Grans-in-aid from GOI	8,991	16,211	21,927	23,346	22,761	19,457	21,876
Total Transfer from GOI	31,123	27,657	43,806	49,610	51,436	52,168	50,100

[^] Figures for 2013-14 pertain to the united Andhra Pradesh State

Table 4 : Revenue Receipts as percentage of GSDP (at Current Prices)

Item	2013-14 [^]	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20 RE	
GSDP (Rs. Crore)	7,45,782	5,24,976	6,04,229	6,84,416	7,93,186	8,62,957	9,72,782	
Total Revenue Receipts	14.8	12.5	14.7	14.2	14.5	13.2	13.3	11.4
Tax Revenue	8.6	5.7	6.6	6.5	6.3	6.7	5.9	
Non-Tax Revenue	2.1	1.6	0.8	0.8	0.5	0.5	0.3	
Total Own Tax Revenue	10.7	7.2	7.4	7.2	6.8	7.2	6.2	
Tax Devolutions	3.0	2.2	3.6	3.8	3.6	3.8	2.9	
Grans-in-aid from GOI	1.2	3.1	3.6	3.3	2.9	2.3	2.2	
Total Transfer from GOI	4.2	5.3	7.2	7.2	6.5	6.0	5.2	

([^]Figures for 2013-14 are for the combined State)

03.13. The percentage of the State's own tax revenue to GSDP in the residuary State of AP has decreased to 6.2 % in 2019-20 RE from 10.7 % in 2013-14 in the combined State. It clearly shows the sharp decline in revenues due to the loss of tax base arising from bifurcation. It may be noted that the increase in total revenue receipts is due to increase in tax devolutions as per XIV- FC recommendations and not due to the State's own tax revenues. Since the major contribution to GSDP of the residuary State is from agriculture and allied sectors and contribution from the service sector is low, the tax to GSDP ratio is low and tax earning capacity is also low.

B. Trends in Aggregate Expenditure

03.14. The revenue expenditure has increased from Rs.79,474 crore in 2014-15 (June-March) to Rs. 1,26,339 crore in 2018-19 RE. The capital expenditure has more than tripled from Rs.6,520 crore in 2014-15 to Rs.20,398 crore in 2018-19 RE. The composition of the expenditure and the same as percentage of GSDP is given in Table 5 and Table 6 respectively.

Table 5: Composition of the Total Expenditure (Rs. in Crore)

	2013-14	2014-15 June-March	2015-16	2016-17	2017-18	2018-19	2019-20 RE
Revenue Exp.	1,10,374	79,474	95,950	1,16,178	1,21,214	1,28,569	1,37,518
Interest payments	12,911	7,903	10,130	11,712	13,846	15,342	16,393
Pensions	13,682	6,138	11,249	12,872	16,236	18,112	21,749
Salaries*	-	18,122	27,862	31,610	33,590	35,685	39,403
Capital Exp.	15,281	6,523	14,172	15,181	13,491	19,976	12,845
Capital Disbursements	7,285	9,099	38,640	34,776	55,081	13,571	19,038
Total Exp.	1,36,629	95,839	1,49,435	1,66,699	1,46,960	1,63,960	1,74,757

*Salaries includes Regular Salaries, Wages, Grants in Aid Salaries, and Other Contractual Services.

Table 6: Expenditure as percentage of GSDP

	2013-14	2014-15 June- March	2015-16	2016-17	2017- 18	2018-19	2019-20 RE
Revenue Exp.	14.8	15.1	15.9	17.0	15.3	14.9	14.1
Interest Payments	1.7	1.5	1.7	1.7	1.7	1.8	1.7
Pensions	1.8	1.2	1.9	1.8	2.0	1.9	2.2
Salaries	-	3.5	4.6	4.5	4.1	3.8	4.0
Capital Exp.	2.0	1.2	2.3	2.2	1.7	2.3	1.3
Capital Disbursements	1.0	1.7	6.4	5.1	6.9	1.6	2.0
Total Exp.	18.3	18.3	24.7	24.4	18.5	19.0	18.0

03.15. The increase in the revenue expenditure was mainly due to the bifurcation of the State as the capital and the Government offices were shifted from Hyderabad to Amaravati. Also the pay and allowances of the serving employees and the pensions of retired government servants were revised in 2015-16. It is pertinent to note that the expenditure on salaries and pension has been hovering around 85-90% mark of the State's own revenue during the period 2015-16 to 2018-19 and shot up even more to marginally exceed the same during 2019-20. It constitutes roughly about 55% of the total revenue of the State. This position leaves little leeway for the State to make any meaningful outlay from its own revenue resources on capital works and welfare measures. It is therefore largely dependent on central devolution, market borrowings and external financial assistance for its capital expenditure. The following Table depicts the above position.

Table 7: Expenditure on Salaries and Pensions as Percentage of State's Revenue and Expenditure

Year	Expenditure on Salaries and Pensions as % of		
	Own Revenue	Total Revenue	Revenue Expenditure
2014-15 (June- March)	63.8	36.9	30.5
2015-16	87.2	44.1	40.8
2016-17	90.1	44.9	38.3
2017-18	92.9	47.4	41.1
2018-19	86.1	46.9	42.6
2019-20 RE	100.6	55.1	44.5

C. Expenditure on subsidies

03.16. The Government have announced a large number of schemes involving subsidies in the budget for the year 2020-21. These include the following major schemes involving substantial financial commitments:

- (i) YSR Rythu Bharosa scheme (Rs.3615Cr.)
- (ii) Ammavodi (Rs.6000 Cr.)
- (iii) YSR Asara (Rs.6300 Cr.)
- (iv) Naadu-Nedu (Edn.) (Rs.3000 Cr.)
- (v) Jagananna Vasati Deevena (Rs.2000 Cr.)
- (vi) Jagananna Vidya Deevena (Rs.3009 Cr.)
- (vii) YSR Arogyasri (Rs.1900 Cr)

D. Trends in Fiscal Indicators

03.17. The combined State of Andhra Pradesh enacted the Fiscal Responsibility and Budget Management Act (FRBM) in 2005, mandating elimination of revenue deficit and limiting fiscal deficit to 3 per cent of the GSDP. These limits were adhered to till 2013-14. From 2014-15 the State could not adhere to the fiscal indicators due to bifurcation of the State and the various concomitant commitments.

03.18. The revenue deficit has increased from Rs.13,776 crore in 2014-15 to Rs.26,647 crore in 2019-20 RE and the fiscal deficit has increased from Rs.20,745 crore in 2014-15 to Rs.40,493 crore in 2019-20 RE. The fiscal indicators of the State are given below.

Table 8: Fiscal and Revenue deficit (Rs. in Crore) and as percentage of GSDP

Item	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20 RE
GSDP	7,45,782	5,24,976	6,04,229	6,84,416	7,93,186	8,62,957	9,72,782
Fiscal Deficit	-18,050	-20,745	-21,862	-30,909	-32,372	-35,441	-40,493
% to GSDP	-2.4	-4.0	-3.6	-4.5	-4.1	-4.1	-4.2
Revenue Deficit	344	-13,776	-7,302	-17,194	-16,151	-13,899	-26,647
% to GSDP	0.05	-2.6	-1.2	-2.5	-2	-1.6	-2.7
Outstanding Public Debt as a % of GSDP	22.2	28.3	27.8	28.5	28.2	29.8	31.1

Note: *Un-apportioned amount of Rs.33,478 crore from 2014-15 to 2015-16 and Rs.23,483 crore from 2016-17 included.

03.19. The revenue deficit grants awarded by the XIV-FC to Andhra Pradesh have been much lower than the actual revenue deficit. While the XIV-FC awarded Rs.22,112 crore towards post devolution revenue deficit grants to AP for the period 2015-2020, the actual revenue deficit would be Rs.81,193 crore for the said period. Since the scope to increase tax revenue is limited, the State is more dependent on transfers/assistance from the Centre and market borrowings to meet its expenditures. This is exposing the State finances to market volatilities.

Table 9: Revenue Deficit (Rs. in Crore)

Year	Revenue Deficit Grant recommended by XIV-FC	Actual Revenue Deficit	Revenue deficit after receiving RD grant
2015-16	6,609	13,911	7,302
2016-17	4,930	22,124	17,194
2017-18	4,430	20,581	16,151
2018-19	3,644	17,543	13,899
2019-20 (RE)	2,499	29,146	26,647
Total	22,112	1,03,305	81,193

03.20. It is important to note that in its terms of reference the XV-FC has been mandated to consider if revenue deficit grants should be given at all. If the XV-FC declines to recommend the award of revenue deficit grants, then the financial position of the State could be weakened severely.

E. Public Debt

03.21. Andhra Pradesh has been facing a peculiar situation regarding public debt. The residuary State is left with lower revenue base but much higher commitments resulting in the persistence of revenue deficit since 2014-15, as explained above. In order to meet the deficit the State is forced to borrow, which is the main reason for increase of debt of the State.

03.22. Borrowing per se is not undesirable provided it is used for productive purposes. While this may be a desirable goal, the actual utilization of borrowed resources may not necessarily be used only for productive purposes for various reasons. This is particularly true of a new State where the commitments are large and the aspirations of the people about service delivery are high. Nevertheless, the accumulation of debt liabilities, if left uncontrolled, could pre-empt a large portion of revenues of the State towards debt servicing, causing macroeconomic and financial instability.

03.23. The outstanding Public Debt of Andhra Pradesh was Rs.2,00,171 Crore on the appointed day i.e. 2.6.2014, which included an un-apportioned loan of Rs.33,478 crore. Later, the CAG apportioned some amount leaving a balance of Rs.23,483 crore in 2016-17 accounts and Rs.17,031 crore in the 2017-18 accounts. The total outstanding debt as on 31.3.2020 works out to 31.1% of GSDP (Current Prices). The position relating to the last four years is given in Table 10.

Table 10: Outstanding Public Debt of the State (Rs. in crore)

Year	GSDP	Public Debt	% to GSDP
2016-17	6,84,416	1,94,862	28.5
2017-18	7,93,186	2,23,706	28.2
2018-19	8,62,957	2,57,510	29.8
2019-20 (RE)	9,72,782	3,02,203	31.1

Source: GSDP figures as per Andhra Pradesh Socio-Economic Survey 2019-20.

03.24. The outstanding debt has increased from Rs.1,94,862 crores in 2016-17 to Rs.3,02,203 crores in RE 2019-20 and further estimated to grow to Rs.3,48,998 Crores in 2020-21.

Table 11: Sustainability of Interest Payments

	2013-14	2014-15 June- March	2015-16	2016-17	2017-18	2018-19	2019-20 RE
Revenue Receipts	1,10,719	65,695	88,648	98,984	1,05,062	1,14,671	1,10,871
Interest payments	12,911	7,916	10,130	11,697	13,847	15,342	16,393
Interest payments as % of Revenue receipts	11.7	12	11.4	11.8	13.2	13.4	14.8

03.25. Andhra Pradesh had a shortfall of resources to a tune of Rs.16,078 crore in its very first year after bifurcation i.e. in 2014-15. This amount has been certified by the CAG. Though the Government of India had agreed to bridge this resource gap for 2014-15, subsequently it has delayed the release of a substantial part of this amount. An amount of Rs.12,909 crore is yet to be released by Government of India. Because of the delay in the release of this amount, the State Government has had to depend on borrowings, which has affected its fiscal position.

Major Demands on Resources of the State

a) Creation of Parallel Institutions in Andhra Pradesh

03.26. Creating new institutions in the residuary State of Andhra Pradesh is one of the major issues as nearly 95% of the State level institutions in the combined State are located in Hyderabad and by virtue of their location the benefit of these institutions went to Telangana. The A.P. Re-organisation Act, 2014 recognised 107 such institutions (Schedule 10 of the Act). There are certain institutions that are outside Schedule 10 like the State Election Commission, State Information Commission, State Police Recruitment Board, and Lokayukta. Normally a newly created State would face such a problem. However, in the case of Andhra Pradesh, the existing State, which became the residuary State, has been deprived of the capital that housed all State level institutions and hence the need to replicate them in its residuary territorial jurisdiction.

b) Construction of new Capital City

03.27. The residuary State of Andhra Pradesh, comprising of 58.32% of the population, lost the advantages of having a driver of economic growth, job creation and revenue mobilization offered by a large metropolis like Hyderabad. The service sector, coupled with the manufacturing sector, contributed largely to the prosperity of the undivided State. Hyderabad city, being a commercial and financial centre, even today continues to house almost all corporate offices of the industrial and commercial enterprises existing in residuary Andhra Pradesh. Most of the institutions of higher education, specialized tertiary healthcare facilities, almost all institutions and establishments of the Union government and several public sector investments of the Union and State governments are located in Hyderabad city and surrounding areas, and are consequently inherited by the Telangana State. In addition, all specialized administrative and training facilities, which were located in Hyderabad city, also remained in Telangana.

03.28. The State Government has to construct essential new capital city infrastructure. This is an opportunity as well as a challenge. It is an opportunity to create new growth centre for the residuary Andhra Pradesh State with world class infrastructure and living standards. At the same time, it is challenging in terms of resource mobilisation.

C) Covid-19 Pandemic

03.29. In addition to all the above items of expenditure the State Government is saddled with the unforeseen contingency of fighting the rampaging Corona virus which requires considerable resources, manpower, time and effort in mobilising public health care facilities. Moreover, the Covid-19 pandemic is likely to impede the growth momentum of the State in the short and medium term.

Summary

03.30. In the preceding paras we have attempted to provide some indication of the State's economic position. Obviously, the fiscal balance of the State has been severely hit post bifurcation, which was beyond the control of the State Government. The State has moved from a position of revenue surplus to revenue deficit for a prolonged period. The structure of the economy has shifted from predominantly services to significantly agricultural, thereby reducing the revenue raising potential even further. In addition to these fiscal disabilities, the State has been saddled with the responsibilities of building its capital city. The newly elected State Government also has the bounden duty to fulfil the promises made in its election manifesto, which is likely to increase the financial commitments of the State even further. All these factors are likely to put substantial stress on the fiscal situation of the State.

03.31. Keeping the above indicated large picture of the State's economy in mind, we have treaded cautiously in attempting to strike a balance between the need of the State to judiciously spend its fiscal resources on its welfare and development goals on the one hand and the need for attracting meritorious and talented individuals to the Government service on the other. Our recommendations have been designed accordingly.

CHAPTER-4

CONTEXT AND APPROACH TO PAY REVISION

04.01. It is imperative in a task of the nature entrusted to this Commission that its context and setting is well comprehended and the broad approach to be adopted for the exercise is clearly developed. The previous Pay Commissions, both at the State as well as the Central level, have amply articulated the underlying principles which have guided them in the exercise of pay revision and the present commission is fortunate to have the benefit of being enlightened by their wisdom.

THE CONTEXT

04.02. In a developing country like India, Government is a complex organization with myriads of departments, goals, functions and roles. Its core philosophy is to develop the geographical territory it governs and to promote the welfare of all citizens through formulation and implementation of sustainable policies, plans, programmes and efficient delivery of public services. Employees constitute the physiology of the organic entity called the Government and they give meaning and expression to its governance effort.

04.03. Governance itself has undergone radical transformation since the independence of the country. The latest tenet of “Minimum Government with Maximum Governance” lends emphasis on removal of all avoidable red tapes, controls and bottlenecks. The effort is to make service delivery more efficient through the use of appropriate technological aids, improved communication tools and better access to relevant information. Government’s role has shifted from a controller to a facilitator and regulator. All this presupposes that people possessing the desired skill sets and aptitudes for adopting to newer methods and tools of governance are attracted to the Government service. Since wage structure and service conditions contribute significantly to the employee satisfaction level, they need to be decent enough for talented people to join and continue in the Government service.

04.04. Added to the above is another important structural change in the Indian economy. Our country embarked on a path of economic liberalization in 1991. Since then the economy has become more market driven and service oriented. The role of the private sector has expanded and foreign investments, both direct and institutional, have started flowing in. Newer job opportunities with high remuneration packages are available in the market. The private sector jobs have thus arrived as big competitors to government employment and have been attracting highly qualified and talented youths. The 7th CPC commissioned a study by IIM, Ahmedabad to compare the compensation packages in selected job profiles. The study revealed that while at lower levels the salaries in the private sector are much less compared to their counter parts in the Government, in the upper segments the position is exactly reverse. In fact, it is observed that there are

now many private employers in India who offer as much or higher packages, within the first 3-5 years of entering into service to talented candidates fresh from the campuses of elite educational institutions, than that offered by the Government to officers in the top echelons of Government Service.

04.05. Having said this, this Commission is of the view that salaries alone should not be regarded as the benchmark to compare the attractiveness of different jobs. Government employment provides many non-monetary benefits e.g., stability and security of service tenure, unique opportunities for contributing to public policies which affects everybody's life, assured career progression and most importantly social status and dignity for being a part of the Government. Added to this, there are perquisites such as subsidized housing, free or subsidized transport facility, hassle free access to government services, reimbursement of medical expenses, pensionary benefits etc. which enhance the attractiveness of Government service. Of late many private sector jobs have ended in desolation and misery for scores of employees who have been thrown out of employment, with very little or no notice. Nevertheless the wage level has its unique psychological appeal and social connotation. Purchasing power is an economic enabler. The remuneration packages and career advancement schemes for Government employees should therefore have to keep in mind the benefit levels availing in the comparable private sector jobs.

04.06. Another major context which this Commission has examined is the evolution of State pay-scales vis-à-vis the Central pay-scales. As alluded to elsewhere in this Report, the Central Government has of late been revising the pay structure at intervals of 10 years (the last four being with effect from 1.1.1986, 1.1.1996, 1.1.2006 and 1.1.2016). The State Government on the other hand has been engaging in this exercise once every 5 years. There has however been no clamour among the State Government staff to adopt the Central Government pay-scales. This could be due to the scope for more frequent fitments and rectification of anomalies that the State's periodicity of pay revisions affords.

04.07. The total number of Government employees involved in the present exercise of pay revision and their hierarchical composition are given in the following table:

TABLE
PAY GRADE-WISE DISTRIBUTION OF EMPLOYEES AS ON 30.06.2018

10th PRC Pay Grade	10th PRC Pay Scale	Number in position	% of total employees in the Grade
1.	13000-40270	19436	4.91
2.	13390-41380	6612	1.67
3.	13780-42490	1650	0.42
4.	14600-44870	10758	2.72

5.	15030-46060	7057	1.78
6.	15460-47330	4306	1.09
7.	16400-49870	47567	12.02
8.	17890-53950	16309	4.12
9.	18400-55410	35	0.01
10.	19500-58330	3663	0.93
11.	21230-63010	45280	11.44
12.	22460-66330	35153	8.88
13.	23100-67990	10434	2.64
14.	24440-71510	3883	0.98
15.	25140-73270	3436	0.87
16.	26600-77030	3752	0.95
17.	28940-78910	86088	21.75
18.	29760-80930	33727	8.52
19.	31460-84970	5053	1.28
20.	35120-87130	26073	6.59
21.	37100-91450	11633	2.94
22.	40270-93780	5091	1.29
23.	42490-96110	3517	0.89
24.	46060-98440	1228	0.31
25.	49870-100770	1117	0.28
26.	52590-103290	656	0.17
27.	56870-105810	266	0.07
28.	61450-105810	347	0.09
29.	66330-108330	353	0.09
30.	73270-108330	304	0.08
31.	80930-110850	252	0.06
32.	87130-110850	691	0.17
Total		3,95,727	100.00

04.08. Out of these the first five most populated grades constitute more than 60% of the number of employees in service. The major categories of employees in these five grades are given below:

Sl. No.	Grade	% in total employees	Major Categories
1.	17	21.75	Asst. Section Officer (SC), Spl. Category Steno, Office Superintendent, Accountant, Junior Accounts Officer, Deputy Statistical Officer, Deputy Tahsildar, School Assistant, Auditor, Sub Inspector of Police, P.H.Nurse, Sub Registrar, Panchayat Secretary Gr.-I, GST Officer
2.	7	12.02	Junior Accountant, Junior Assistant, Junior Steno, Typist, Junior Auditor, Field Assistant, Mechanic, Store Keeper, Fireman, Work Inspector Gr-III, Librarian (High School)
3.	11	11.44	Secondary Grade Teacher, Asst. Inspector of Fisheries, Police Head Constable, Pharmacist Gr-II, Multi-Purpose Health Assistant,, Panchayat Secretary Gr-II, Work Inspector Gr-III, Excise Head Constable, Nurse
4.	12	8.88	Senior Assistant, Senior Accountant, U.D. Typist/ Steno, Agriculture Extension Officer Gr-II, U.D. Revenue Inspector, Senior Auditor, Sanitary Inspector, Health Inspector/ Visitor, Deputy Surveyor
5.	18	8.52	Librarian Gr-II, Agricultural Extension Officer Gr-I, Asst. Registrar Co-operative societies, Veterinary Livestock Officer, Divisional PRO, Head Nurse, Fireman, Municipal Commissioner Gr-III, Excise Inspector, Divisional Accounts Officer, Extension Officer (PR&RD)

THE APPROACH

04.09. Salaries and perquisites are paid to employees as a reward for the work turned out by them. The quantum of remuneration constitutes one of the major incentives for the employees to discharge their duties with integrity, sincerity and efficiency. In view of this an ideal wage structure should optimize the cost of service delivery while adequately incentivising increase in outputs of employees. Viewed from this perspective an ideal system of pay structure and service conditions should in our view possess the following core characteristics:

1. It should be simple, easily comprehensible, unambiguous as well as equitable,
2. It should ensure horizontal parity and vertical progression.

3. At its bottom-most point it must offer at least need-based minimum wages to the employees,
4. It should be decent enough to attract talented people possessing requisite skills to the government service and be able to retain them,
5. It should be flexible enough to accommodate and adjust to the cost of living,
6. It should have scope for career progression and commensurate pay hikes,
7. It must take into account the employer's capacity to pay,
8. It should eliminate past anomalies and not give scope for fresh ones, and
9. It should incentivise merit through performance evaluation of employees.

04.10. The above mentioned principles have broadly informed this Commission's approach to the present exercise in recommending what would be the appropriate pay structures for the employees. The Commission is conscious of the fact that the pay-scales assigned to various categories of employees should broadly reflect their entry level qualifications and skills, span of control, nature and complexities of responsibilities handled, professional risks involved, geographical jurisdiction etc. In short, it is a combination of factors which determines an appropriate pay packet for any category of employee. It would therefore be naive to lay undue emphasis on any single factor like entry level academic qualification or the entrance examination through which the initial recruitment takes place etc. as the sole determinant for fixing pay parities. Such demands from certain categories have therefore been taken into consideration by the Commission but viewed from a larger perspective.

04.11. Successive PRCs have in the past fine-tuned and refined the horizontal relativities as well vertical spacing among various categories of employees. During such exercises the PRCs have also thoroughly examined the pre-existing discrepancies and anomalies pointed out by the employee organizations or noticed suo moto and ironed them out. This Commission's approach has been to alter the existing pay scales when some obvious gross omission or anomaly has crept in or any illogicality or distortion in pay equations is evident from a reading of the relevant Service Rules and assessment of the job profiles. A similar approach has been adopted wherever any substantive alteration in entry level qualification, skill level, job content etc. have taken place. The specific position and approach of the Commission in such cases has been adequately explained at the appropriate places. However, while doing so, a conscious effort has been made to ensure that no fresh anomalies crop up.

04.12. The Commission has also evolved certain inter and intra departmental relativities, details of which have been enlisted in the introductory part of its Report in Volume-II. For doing this, the Commission has identified some cohorts of Departments which have near similar characteristics, such as the Uniformed Departments (Police, Excise, Fire Services, Prison and Correctional Services, Transport, Forest), Engineering Departments (Panchayat Raj, Roads and Buildings, Tribal Welfare, Municipal, Water

Resources, Rural Water Supply, State Ports, Town & Country Planning, Electrical Inspectorate, Boilers and Factories), Welfare Departments (Social, Backward Class, Tribal, Women, Differently Abled Welfare etc.), Departments in the Higher Education Sector (Intermediate, Collegiate and Technical Education), Departments related to the Health Sector (Health and Family Welfare, Ayush, Animal Husbandry, Insurance Medical Service, Institute of Preventive Medicine) and similar others and drawn pay relativities among them. To cite some examples, among the uniformed departments, the Police department functionaries from Constable up to the level of Inspector have been given one grade pay advantage considering the comparatively more arduous and pervasive nature of their job profiles. The Commission has also reduced the gap between the Medical and Veterinary doctors and removed the disparity in the pay scales of the Veterinary and Ayush doctors.

04.13. The Commission has consciously preserved and further strengthened the existing relativities in pay scales of the administrative positions of Assistant Director, Deputy Director and Joint Director of different departments for fostering better administrative harmony. As far as the pay scales applicable to the categories of Additional Director and Director are concerned, we have adopted a similar approach and enhanced the pay scales in a few cases to promote inter-departmental parity and harmony among departments having similarity in nature of functions, span of control, departmental size etc. It is worth mentioning that the Commission has rationalised the pay scales of certain commonly designated categories like Administrative Officer, Statistical Officer, Librarian, Pharmacist etc. working across various departments of the Government.

04.14. The Commission has consciously reduced the variations in pay scales among different categories recruited through the APPSC Group-I and Group-II examinations. We have also improved the pay scales of the Ministerial Service employees commensurate with the enhancement of their entry qualification and skill levels which is expected to improve their operational efficiency.

04.15. Yet another aspect which needs mentioning is that the Commission observed in many cases, that posts which have been bracketed together under the same class and category in the relevant Service Rules, have been assigned different pay scales/grades. In all these cases they have been brought on par. Another type of anomaly observed is that in quite a few cases the feeder and promotion posts carry the same pay scales. In these cases the anomaly has been resolved by making necessary revision in pay scales of the promotion categories.

04.16. One general approach adopted by the Commission is that in respect of all the Departments, we have analysed together the entire vertical hierarchy of posts as per the relevant Service Rules and conducted the exercise of pay scale assignment in a holistic manner to obviate chances of fresh anomalies.

CHAPTER-5

RECOMMENDED PAY STRUCTURE

05.01. The basic components of remuneration of a State Government employee are the following:

1. Basic Pay
2. Dearness Allowance
3. House Rent Allowance (H.R.A)
4. City Compensatory Allowance (C.C.A.)

05.02. In addition, certain categories of employees enjoy the benefit of Special Pay/Special Allowances in order to compensate for the arduous or risky nature of work that they perform, handling additional responsibilities or working in challenging climatic environment etc. As an elementary starting point the Commission deemed it apt to look at the remuneration of employees across Governments of Southern States and the Central Government. There is no gain saying the fact that even though the designations of employees in different States/Centre may be the same, their responsibilities, jurisdictions, spans of control, entry qualifications etc. may materially vary rendering comparisons misleading. The Commission therefore selectively picked up certain basic categories of employees where such dissimilarities in working indices are likely to be minimal. The result of such an exercise is given in the following table:

Table-1

COMPARATIVE EMOLUMENTS OF SELECTED CATEGORIES IN CENTRAL GOVERNMENT AND SOUTHERN STATES

Cadre	Emoluments at minimum of scale	Amount (₹) as on 30-06-2018				
		Andhra	Central Govt.	Karnataka	Tamil Nadu	Kerala
Group D (Grade-1)	1. Basic Pay	13000	Abolished	17000	15700	17000
	2. D.A.	3542		321	1099	2890
	3. HRA	2600		2720	1000	1500
	4. CCA/ Transport Allowance	250		400	180	350
	Total	19392		20441	17979	21740
Jr. Asst. (Grade-7)	1. Basic Pay	16400	18000	21400	18500	21100
	2. D.A.	4469	1260	404	1295	3587
	3. HRA	3280	2880	3424	1200	1500
	4. CCA/ Transport Allowance	250	2610	400	180	350
	Total	24399	24750	25628	21175	26537

Sr. Asst. (Grade- 12)	1. Basic Pay	22460	21700	27650	19500	26500
	2. D.A.	6120	1519	522	1365	4505
	3. HRA	4492	3472	4424	1200	1500
	4. CCA/ Transport Allowance	350	5119	400	180	350
	Total	33422	31810	32996	22245	32855
Addl. Secy./ E-in-C (Grade- 32)	1. Basic Pay	87130	131100	104600	128900	93000
	2. D.A.	23741	9177	1975	9023	15810
	3. HRA	17426	20976	16736	4300	3000
	4. CCA/ Transport Allowance	700	16377	450	720	500
	Total	128997	177630	123761	142943	112310
Note: 1.Allowances calculated @ rates applicable to Class Y cities						
2. DA due but not released has also been taken into account						

NOTE: HRA – considered for a place having population of 5-50 lakh,
CCA – considered for a Municipal Corporation City

05.03. These results indicate that as on 30.6.2018

- (i) In the categories of Group-D employees and Junior Assistants the total remuneration was the highest in Kerala;
- (ii) In respect of Senior Assistants, except for in Tamil Nadu, there is marginal difference in pay scales among the rest of the compared Government employees;
- (iii) At the level of Engineer-in-Chief, the employees of the Central and Tamil Nadu Governments enjoy comparatively much higher pay packets.

05.04. The parameters that define a pay structure are the following:

1. Configuration of the pay array
2. Minimum pay
3. Maximum pay
4. Ratio of maximum to minimum pay
5. Number of pay grades
6. Span of pay scales
7. Number of incremental increments
8. Quantum of increments
9. Horizontal and vertical relativities/ equations among pay scales

05.05. The following two tables exhibit the above mentioned elements across

- a) Previous PRC recommendations in the State of Andhra Pradesh
- b) Different Southern States and Government of India

Table-2

Pay Scales recommended by earlier PRCs in Andhra Pradesh

PRC	Year/ Type of Scale	Master Scale - Parameters						
		No. of Grades	No. of Stages	Minm. Pay	Maxm. Pay	Maxm/ Minm	No. of Incremental Increments	Range of Increment %
6 th	1993 Master	32	71	1375	10380	7.549	13	1.71-3.84
7 th	1999 Master	32	71	2550	19675	7.716	13	1.85-3.86
8 th	2005 Master	32	84	3850	30765	7.991	27	2.72-2.33
9 th	2010 Master	32	80	6700	55660	8.307	26	3.02-2.37
10 th	2015 Master	32	81	13000	110850	8.527	26	3.04-2.33

Table-3

Pay structure in neighbouring Southern States and Central Government

Govern- ment	Effective from	No. of Grad es	No. of Stages	Min. Pay	Max. Pay	Max/ Min	Nature of Pay Structure Array
A.P.	1.7.2013	32	81	13000	110850	8.527	Master Scale
Karnataka	1.7.2017	25	92	17000	150600	8.559	Master Scale
Kerala	1.7.2014	27	83	16500	120000	7.273	Master Scale
Tamil Nadu	1.1.2016	32	Pay matrix	15700	225000	14.331	Pay matrix with different stages
Central Govt.	1.1.2016	19	Pay matrix	18000 (Min. starts with Group-C posts)	250000	13.889	Pay matrix with different stages

05.06. From Table-2 the following conclusions emerge:

- 1) The last five PRCs have found merit in adopting the concept of Master Scale;
- 2) All categories of government employees have been fitted into 32 grades of pay scales, which number has remained constant since the 1993 PRC. This implies that no fresh vertical hierarchy has been created in the Master Scale nor any two or more pay grades have been merged;
- 3) The number of incremental increments as well as the quantum of increments (in percentage term) have increased after the 7th PRC. In specific terms, the frequency of rise in increments has reduced from 5 years in the 6th & 7th PRC to 3 years in the 8th, 9th, and 10th PRCs. This has resulted in greater monetary incentives to the employees;
- 4) In the 6th and 7th PRCs the increment percentages have steadily increased as one goes up along the pay ladder whereas in the subsequent PRCs the same have been moderately tapered off at higher stages. Apparently this has been done to avoid undue blowing up of basic pay at the higher stages of the Master scale;
- 5) Another distinctive feature is the elongation applied to the total spans of individual pay scales, first in the 2005 PRC and then again in the 2010 PRC, with the ostensible intention of avoiding stagnation.

05.07. Table-3 shows that whereas three major Southern States of Kerala, Karnataka and Andhra Pradesh have adopted the concept of Master Scale, Tamilnadu has implemented the pay matrix structure (with differing pay stages) on the same pattern as that applicable to the Central Government employees. Another distinctive aspect lies in the degree of disparity between the maximum and the minimum pay stages (as reflected in their ratio) of the Central Government and Tamilnadu on the one hand and the three Southern States mentioned above on the other. Yet another widely differing feature is the substantially high apex pay in the Government of India and in Tamilnadu. It is however pertinent to note that the reports of the PRCs of different States and the CPC (Central Pay Commission) have been implemented from different dates by applying different fitment factors. It is also to be kept in mind that the total package of monetary benefits including the Pay/Special Pay, Allowances/ Special Allowances and other benefits have to be taken into account for the purpose of objective comparison of the remuneration packets and pay structures and these differ vastly from State to State and the Center.

Configuration of the pay array

05.08. As has been stated earlier, the 1993 Pay Revision Commission introduced the concept of Master Scale which is a ladder of increasing pay stages, of which the individual pay scales assigned to various posts are segments. All the government employees across various departments are fitted into one or the other of such pay scales duly keeping the horizontal relativities in mind. During discussions with the Employees' Associations, individual employees and various government departments the following common suggestions were received:

1. The Master Scale with 32 Pay Grades and span of 80-82 stages should be continued. (The A.P.T.F. suggested reduction of Pay Grades to 30);
2. Annual increments should be granted at a rate of 3%;
3. The periodicity of increase in increments should be three years;

Views of the Commission:

05.09. The Master Scale stands out for its simplicity and equitability. Irrespective of the pay-scale, once an employee reaches a particular stage in the pay ladder he/she becomes entitled to the same increment. Over the past nearly 25 years this pay structure has found unstinting acceptance from all sections of employees as well as successive Pay Revision Commissions. As has been stated above, this time also all the Employees Associations have unequivocally supported continuance of the Master Scale. **The Commission therefore recommends continuance of the Master Scale concept.**

Minimum Pay:

05.10. In devising any pay structure the most rudimentary question that poses itself is "What should be the minimum stage of the starting grade of pay catering to the lowest rung of employees in the organizational hierarchy?"

05.11. In this connection the Commission finds that the wage structure can be broadly divided into three categories, namely the basic "minimum wage" which provides bare subsistence and is at the poverty-line level, the "fair wage" at a slightly higher level and finally the "living wage" which is at a comfort level. The dividing lines between these three cannot be drawn with precision but there are well accepted norms which broadly distinguish one category of pay structure from another.

05.12. The Fair Wages Committee, in its report published by the Government of India, Ministry of Labour, in 1949, defined the "living wage" as under:

"The living wage should enable the male earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for the children, protection against ill health, requirements of essential social needs and a measure of insurance against the more important misfortunes including old age."

05.13. The Committee's view regarding "minimum wage" was as follows:

"The minimum wage must provide not merely for the bare sustenance of life but for the preservation of the efficiency of the worker. For this purpose the minimum wage must also provide for some measure of education, medical requirements and amenities."

05.14. The Indian Labour Conference (ILC) in its 15th Session (1957) suggested that the minimum wage should be need based and should ensure the minimum human needs of the industrial worker. The ILC fixed the following norms for fixing the need-based minimum wages.

1. The standard working class family should be taken to comprise of husband, wife and two children. The total consumption units for the family should be reckoned as 3 consisting of husband 1 unit, wife 0.8 unit and the two children @ 0.6 unit each. The earnings of women, children and adolescents in the family should be disregarded.
2. The minimum food requirement should be calculated on the basis of intake of 2700 calories for an average Indian adult of moderate activity, as recommended by Dr. Aykroyd, the first Director of the Department of Nutrition, FAD.
3. Clothing requirement should be estimated on the basis of per capita consumption of 18 yards (16.5 meters) per annum, which would add up to a total of 72 yards (66 meters) per annum (or 5.5 meters per month) for the average worker's family of four members.
4. Minimum rent charged by the Government in any area for houses provided under the subsidized Industrial Housing Scheme for low-income groups should be counted towards the housing need.
5. Fuel, lighting and other miscellaneous items of expenditure should constitute 20% of total minimum wage.

05.15. To the five components mentioned above, a sixth was added by the Hon'ble Supreme Court in *Raptakos Brett Vs Workmen case of 31-10-1991*. The Hon'ble Court observed,

"Keeping in view the socio-economic aspect of the wage structure, we are of the view that it is necessary to add the following additional component as a guide for fixing the minimum wage in the industry:-

(vi) children education, medical requirement, minimum recreation including festivals/ceremonies and provision for old age, marriages etc. should further constitute 25% of the total minimum wage."

The Hon'ble Court also observed that, "*....the wage structure which approximately answers the above six components is nothing more than a minimum wage at subsistence level. The employees are entitled to the minimum wage at all times and under all circumstances.*"

05.16. The 6th and 7th CPC as well as the 9th and 10th State PRCs have adopted the ILC norms with some adjustments for arriving at the minimum pay.

05.17. The 5th CPC had looked at another way of estimating the minimum pay and that is to calculate the percentage growth in per capita income at constant prices since the date of implementation of the last PRC and apply the same growth to the existing minimum pay to arrive at the new minimum. The logic is that if the income average of a typical Indian citizen living in the State has grown by a particular margin due to economic development, the least paid employee of the State should also have a claim to at least an equivalent degree of enhancement in his/her pay. The same methodology was adopted by the 6th, 7th and 8th Pay Revision Commissions in Andhra Pradesh also.

Views of the Service Associations

05.18. Almost all the Employees Associations have contended that the ILC norms should be adopted for the purpose of calculation of Minimum Pay. They have also suggested that the family for this purpose should be deemed to comprise of 4 members i.e., the husband, wife and two children. Majority of the Associations of Employees have, after taking into account 4 consumption units in a family, calculated the minimum pay as per ILC norms at figures ranging from ₹.24,000 to ₹.26,000. Some of them have also argued that the non-food items included in the consumption basket need to be reviewed since present day requirements of dignified living have converted many yester-year items of comfort into essential items of consumption today. They have represented for inclusion of cost of fuel in the calculation of minimum pay. During discussions with the Employees Associations a fervent request was made to include a provision in the Minimum Pay calculations towards the cost of present day communication facilities i.e. charges for cell phone use which has become an essential ingredient of modern day living.

Views of the Commission

05.19. The Commission is of the view that the ILC norms, along with the other supplemental components, as stated above, lay down a normative approach to the estimation of minimum pay and is the most standard approach for estimating the 'Minimum Pay'. Having adopted this view, the Commission examined the demand of the employees to consider the family size, for the purpose of calculation of minimum wages, as 4 consumption units comprising of the husband, wife and two children. Some Service Associations even suggested to include the two parents of the wage earner also in the family. It was also pointed out that the amended Service Rules now provide for a maximum age limit of 42 years for direct recruitment of general category candidates (with statutory concession for the reservation categories) into the Government service, and by this age most new entrants will have two children.

05.20. The Commission notes that the concept of 'Minimum Pay' is associated with the very first stage of the Master Scale ladder and is the entry level pay drawn by employees in the Last Grade Service for which the academic qualification is a pass in class VII. Even at the minimum admissible age of entry into Government service, i.e. age 18, most aspirants would have acquired this qualification. In a study commissioned by the 5th CPC it was found that the average age of entry into Government service is about 25 years. Taking all these into account the Commission is of the view that the percentage of people joining the Last Grade Service above the age of 25 would be very small. The increase in the maximum permissible age of entry into Government Service, cited by the Service Associations, is intended only to afford an opportunity to the otherwise age barred people to be considered for appointment to government service. Coupled with this, with the growing trend of nuclearisation of families, increase in average age at marriage and wide scale adoption of small family norm, it is pretty likely that a person entering into Government service is unmarried or, if married, would have not more than two children. Also, more often than not, (s)he would not have the responsibility of supporting her/his parents as they would still be in the economically productive age group. Moreover the existing norms also discount the income, if any, of the spouse notwithstanding the increasing participation of women in the work force. It would therefore be prudent to follow the ILC norms in this regard.

05.21. Having arrived at the above conclusion, as per the ILC norms, a standard family of 4 including 2 parents and 2 children would constitute 3 consumption units i.e., 1 unit for the husband, 0.8 unit for the wife and @0.6 unit for each child. Hence the Commission adopts the 3 C.P.U. norm which were also followed by the 6th and 7th CPCs as well as the 9th and 10th State PRCs.

05.22. The Commission has estimated the minimum pay (see Table-4 below) as follows:

- a) The average monthly prices (for the twelve months ending with 30-06-2018), of food, clothing and detergent products specified by the 15th ILC and prevailing in the State of Andhra Pradesh, have been sourced from the Directorate of Economics and Statistics, Andhra Pradesh. The price indicated for each product is the average of prices of various items that are included in the product. The Commission has adopted the Central Series data since these data go into the calculation of figures for AICPIN, which in turn form the basis for arriving at the Dearness Allowance admissible.
- b) The per diem consumption per unit has been adopted from the Aykroyd prescription.
- c) The quantities consumed by a family of 3 C.U. per month have been arrived at for each food product and multiplied by their respective average prices, as at (a) above, to arrive at the monthly product wise cost.

- d) The cost of clothing and detergent have been arrived at based on the ILC norms cited earlier.
- e) The cost of food, clothing and detergent products obtained, as above, has been divided by 0.8 to arrive at a total, of which 20% provides for expenses on fuel, electricity and water. The component of housing has not been considered by the Commission since expenses towards that are adequately compensated for by the grant of House Rent Allowance, which is applicable to all the employees.
- f) The Commission finds that the Seventh CPC has moderated the Apex Court (*Raptakos Brett Vs Workmen case*) prescribed provision of 25% to cover education, recreation (ceremonies/ festivals), provision for old age, marriages and medical expenses to 15% stating that expenses on educational and medical necessities are being separately provided for through separate and exclusive allowances and facilities and need not be included here. In respect of Andhra Pradesh State also medical expenses are either reimbursed or taken care of through a Health Card Scheme which facilitates cash-less treatment and therefore need not be separately provided for. There is also a facility for reimbursement of tuition expenses in respect of children of Class-IV employees and non-Gazetted officers. However the maximum limit of such reimbursement is at a modest level compared to that in respect of the Central government employees. We therefore think it proper to make some provision for this factor in the minimum wage structure also. Another factor that weighs in with the Commission is with regard to the request of the employees for making a suitable provision for the expenses on mobile communication with access to data, the use of which has become ubiquitous in all sections of our society and has also become an essential requirement for transactional efficiency, emergency aid, operational convenience and enhancement of professional capacity. Hence, this Commission is willing to make a slightly higher provision of 17% towards the Raptakos factors and mobile communication. The cost estimated from (e) above is therefore divided by 0.83 to arrive at a total, of which 17 percent is towards recreation including ceremonies and festivities, marriages and communication.
- g) The cost estimated from (f) above is ₹.20,046 which is rounded off to ₹20,000.

05.23. The detail calculation is shown in the following Table:

Table-4
Need based Minimum Wage

Sl. No.	Items	Unit	Per Day PCU *	Per Month for 3 CU	Average price per unit from 01-07-2017 to 30-06-2018 (in Rupees)	Total cost per month as on 01-07-2018 (in Rupees)
1	Rice	Kg	0.475	42.75	39.98	1709.15
2	Dal- Toor/Urad/Moong	Kg	0.080	7.20	78.63	566.14
3	Raw Vegetables	Kg	0.100	9.00	31.89	287.01
4	Green Leaf Veg	Kg	0.125	11.25	76.25	857.81
5	Other Veg- Onion, Potato, Tomato	Kg	0.075	6.75	23.00	155.25
6	Fruits	Kg	0.120	10.80	196.28	2119.82
7	Milk	Ltr	0.200	18.00	46.86	843.48
8	Sugar/Jaggery	Kg	0.056	5.04	47.45	239.15
9	Edible Oil	Kg	0.040	3.60	135.61	488.20
10	Fish	Kg		2.50	142.76	356.90
11	Meat	Kg		5.00	543.74	2718.70
12	Egg (Number)	No.	1	90	4.51	405.90
13	Detergents- Bath & washing soap/ powder etc.	₹./ month				389.66
14	Clothing	Mtr		5.5	395.18	2173.49
15	Total (1-14)					13310.66
16	Fuel, Electricity, Water etc.					3327.67
17	Total - (15) divided by 0.8					16638.33
18	Additional expenditure on recreation, ceremonies/ festivals, children education, provision for old age/marriages and communication					3407.85
19	Total- (17) divided by 0.83					20046.18
22	Minimum Pay (after rounding off)					20000.00

Note: PCU – Per Consumption Unit

CU - Consumption Unit

(Source: Directorate of Economics and Statistics, Andhra Pradesh)

05.24. The Commission cross checked the above results by applying the alternative method of 'Constant Relative Income Approach' adopted by the 5th CPC. We find from the data furnished by the Directorate of Economics and Statistics, Government of Andhra Pradesh that the per capita GSDP i.e. per capita income at constant prices for 2012-13 and 2017-18 are ₹.68,865 and ₹.1,06,864 respectively. This represents a growth of nearly 55% over a period of 5 years. Applying this growth to the minimum pay of ₹.13,000 fixed as on 01-07-2013, we arrive at a figure of ₹.20,150 which is very close to the estimation of minimum pay based on the ILC norms. **Taking into account the above mutually reinforcing results arrived at by two different methods, the Commission recommends a minimum pay of ₹.20,000 per month with effect from 01.07.2018, which implies a rise of nearly 53.85% over the existing minimum pay of ₹.13,000 per month.**

Maximum Pay

05.25. The Employees' Associations have suggested Maximum Pay ranging from ₹.1,73,720 to ₹.2,55,580.

05.26. In fixing the maximum pay, the Commission has been guided by the consideration that government employment in the top echelons should be attractive enough for the promising youth to not only enter the service but remain there till superannuation. For obvious reasons the apex level of pay-scale cannot match the remuneration package offered to the top executives in the private sector but must be commensurate with the social status and dignity that attach to government functionaries at the highest level. The Commission is however conscious of the equitability factor, that is to ensure that the increase in wages (in percentage terms) due to pay revision does not vary widely between the minimum and the maximum pay levels. **The Commission accordingly, in tune with the enhancement of the minimum pay level from ₹.13,000 to ₹.20,000 recommends the apex pay as on 01.07.2018 at ₹.1,79,000 which implies a moderate increase in the disparity quotient to 8.95.**

Grades, Increments and Pay-scales:

05.27. As observed from Table-2, right from the 6th PRC onwards there has consistently been 32 grades of pay scales. This is a clear indication of the fact that these scales have adequately captured the nuances of the horizontal and vertical relativities across various categories of government employees. This Commission has also not received any forceful representation from any section of employees for creation of fresh pay-scales or merger of existing scales. **Hence the Commission is unwilling to disturb the existing broad historical relativities among various categories and accordingly recommends to retain the 32 segments/ grades (1 to 32) in the revised Master Scale.**

05.28. The Commission finds that the State Government has issued orders vide G.O.Ms.No. 147, Finance (HRM IV) Department dated 30-06-2014 enhancing the age of superannuation of public services from 58 to 60 years. The Commission also observes that the State Government has granted a higher level of fitment compared to that recommended by the 10th Pay Revision Commissions (43% permitted against 29% recommended). Since the pay scales recommended by the PRC were designed for accommodating the levels of fitment recommended by it, the enhanced actual fitment has resulted in pushing up the basic pay of employees by several stages in their respective pay scale ladders. **Hence, in order to minimise the possibilities of stagnation of employees, the Commission recommends to increase the number of stages in the Master Scale from 81 to 83, with 82 increments, including 26 incremental increments. For the same reason, the spans of certain Grades of Pay Scales (Grades 4 to 32) have also been enhanced by two stages each. Along with these modifications we recommend continuance of the existing provision of up to five Stagnation Increments to provide adequate cushion for such of the employees who hit the maximum of their pay scales, either due to joining Government service at an early age or getting faster promotions.**

05.29. In response to the request of the Employees' Associations the Commission considered the possibility of keeping the incremental increment percentage at a uniform level of 3% over the entire span of the Master Scale but found that it would bloat up the maximum pay by a large margin resulting in an inflated disparity quotient between the maximum and minimum pay stages when compared to the present. Moreover this would result in a much larger financial implication for the Government in both salaries as well as pensionary outgo. **Hence the Commission favours a gradually tapering incremental increment percentage, starting from 3%, as one goes up the Master Scale ladder. We also recommend a Master Scale structure in which the increments go on rising in absolute term, at three yearly intervals (except towards the fag end where a four yearly interval has been recommended), as one goes up the ladder. With the aforementioned parameters the new Master Scale recommended by the Commission is as follows:**

20000-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-179000 (83 stages)

05.30. A comparative table showing the existing Master Scale and Pay Scale segments as well as the corresponding new ones that this Commission recommends for bringing into effect from 01.07.2018 are as follows:

**Table-5
Master Scale and Segments**

Grade	Existing Pay Scale (₹)(Stages)	Grade	Revised Pay Scale (₹)(Stages)
Master Scale	13000-390-14170-430-15460-470-16870--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-110850 (81)	Master Scale	20000-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-179000 (83)
1	13000-390-14170-430-15460-470-16870--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-40270 (41)	1	20000-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-61960 (41)
2	13390-390-14170-430-15460-470-16870--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-41380 (41)	2	20600-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-63660 (41)
3	13780-390-14170-430-15460-470-16870--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490 (41)	3	21200-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360 (41)
4	14600-430-15460-470-16870--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-44870 (41)	4	22460-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-72810 (43)
5	15030-430-15460-470-16870--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060 (41)	5	23120-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-74770 (43)

6	15460-470-16870--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-47330 (41)	6	23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730 (43)
7	16400-470-16870--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870 (41)	7	25220-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-80910 (43)
8	17890--510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950 (41)	8	27500-780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-87480 (43)
9	18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-55410 (41)	9	28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720 (43)
10	19500-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330 (41)	10	29980-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-94500 (43)
11	21230-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010 (41)	11	32670-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-101970 (43)
12	22460-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-66330 (41)	12	34580-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-107210 (43)

13	23100-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990 (41)	13	35570-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-109910 (43)
14	24440-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-71510 (41)	14	37640-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-115500 (43)
15	25140-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270 (41)	15	38720-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-118390 (43)
16	26600-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-77030 (41)	16	40970-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-124380 (43)
17	28940-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910 (39)	17	44570-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-127480 (41)
18	29760-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-80930 (39)	18	45830-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580 (41)
19	31460-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970 (39)	19	48440-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-137220 (41)

20	35120-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-87130 (36)	20	54060-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540 (38)
21	37100-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450 (36)	21	57100-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-147760 (38)
22	40270-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-93780 (34)	22	61960-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-151370 (36)
23	42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-96100 (33)	23	65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980 (35)
24	46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-98440 (31)	24	70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-158880 (33)
25	49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770 (29)	25	76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-162780 (31)
26	52590-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-103290 (28)	26	80910-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-166680 (30)
27	56870-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (26)	27	87480-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580 (28)

28	61450-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (23)	28	94500-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580 (25)
29	66330-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (21)	29	101970-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-174790 (23)
30	73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (17)	30	112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-174790 (19)
31	80930-2020-84970-2160-91450-2330-100770-2520-110850 (14)	31	124380-3100-130580-3320-140540-3610-154980-3900-170580-4210-179000 (16)
32	87130-2160-91450-2330-100770-2520-110850 (11)	32	133900-3320-140540-3610-154980-3900-170580-4210-179000 (13)

05.31. The assignment of pay scales to the different categories of employees would be as recommended by the Commission in Volumes II, III and IV of this Report.

CHAPTER-6

FIXATION OF PAY IN THE REVISED PAY SCALES

06.01. Having decided the new grades of pay scales corresponding to the existing ones the next question that obviously comes up for consideration is the formula that should govern the fixation of pay in the revised pay scales.

06.02 It has been stated earlier in the report that an ideal pay structure must be flexible enough to adjust to the changes in the cost of living. The Fifth Central Pay Commission (CPC) strongly advocated the desirability of completely neutralizing the effect of inflationary rise in prices, as reflected in the officially measured price index numbers, right up to the highest level of pay in the Government employment, thereby reversing the earlier trend of regressively graded neutralization at the higher levels. Thereafter successive CPCs as well as most State level PRCs have adopted the same principle.

Representation of Employees' Associations:

06.03. The members of staff have advocated the following:

- i) Complete neutralization of the effect of inflation by merging the Dearness Allowance with Pay;
- ii) Allowing a fitment ranging from 60-70%

The Commission's view:

06.04. The historical trend of fitment percentages recommended by the last four PRCs have been as follows:

PRC	Mini- mum Pay	% Increase in Minimu m Pay	Dearness Allowanc e merged (%)	Fitment (%) recommende d by PRC	Ratio of Fitment to D.A. merged	Col.(3) - (Col.4+ Col.5)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1993	1375					
1999	2550	85.45	66	20	0.30	0
2005	3850	50.98	30	10	0.33	11
2010	6700	74.03	42	27	0.64	5
2015	13000	94.03	63	29	0.46	2

06.05. The Commission's approach to the question of pay revision has been amply elucidated in Chapter-4 of the Report. The Commission reiterates that:

1. The increase in Basic Pay at the minimum level should be such as to fully compensate for the rise in prices of the essential items of human consumption;
2. It should also accommodate certain new items of expenditure which have to be incurred for a decent and dignified living in a modern civilised society;
3. The quantum of rise in wages in percentage terms should be uniform across all segments of employees in the interest of fairness and equity;
4. The fitment benefit should be allowed so as to bridge the gap between the increase in Minimum Pay, as determined in the previous chapter based on the ILC norms, on 01-07-2018, over that fixed as on the date of implementation of the last RPS (i.e. 01-07-2013) less the neutralization of inflationary impact on prices of essential items of consumption effected through the merger of Dearness Allowance with Basic Pay. Based on this principle, in the present case the fitment works out to 23%.
5. However, pending receipt of Report of this Commission, on the request of the service associations the State Government has already approved an Interim Relief @ 27% of Basic Pay with monetary benefit from 01-07-2019 vide G.O.Ms. No.60 Finance (PC & TA) Department dated 06-07-2019. Government has further ordered that the Interim Relief shall be adjusted against any benefit that may accrue to the employees on account of revision of scales of pay and other allowances as a result of Government's decision on the Report of the Pay Revision Commission.

06.06. Keeping in view the fact that the Government has already approved an Interim Relief of 27%, which is higher than the fitment percentage arrived at by the Commission based on the ILC norms, as mentioned above, the Commission deems it proper to recommend a fitment benefit of 27%.

06.07. Based on the above, the Commission recommends the following formula for pay fixation in the revised scales:

- a) The existing Basic Pay in the pre-revised scales may be taken into account;
- b) Dearness Allowance admissible as on 01.07.2018 (as per AICPIN figures) may be calculated @ 30.392% on (a) above;
- c) A fitment benefit of 27 % of (a) above may be arrived at;

- d) The revised basic pay in the new pay-scale applicable to the post shall be fixed at the stage next above the figure arrived at after adding (a), (b) and (c) above or alternatively by multiplying the figure at (a) above by a fitment factor of 1.57392;**
- e) If an employee's pay, when fixed as above, falls short of the minimum in the relevant revised pay scale, it shall be fixed at the minimum of the scale.**
- f) If the amount so fixed exceeds the maximum of the appropriate revised scale, the difference shall be treated as personal pay and should be absorbed in future pay increases or in stagnation increments (maximum five) sanctioned, if any.**

06.08. The Commission recommends that the pay fixation in the revised pay-scales take effect from 01.07.2018. The Commission however deems it appropriate to leave the decision, regarding the date from which monetary benefit of such fitment should be given, to the Government depending on its resources position.

INDEX OF ALLOWANCES

Sl. No.	Type of Allowance		Page No.
Major Allowances			
	1.	Dearness Allowance	49
	2.	House Rent Allowance	51
	3.	City Compensatory Allowance	58
Other Allowances			
A.	Allowances for meeting expenses incidental to employment		
	A.1.	Travelling Allowance	60
	A.2.	Concessional Bus Pass facility for NGOs	76
	A.3.	Remuneration to certain categories for attending to official work on holidays	77
	A.4.	(a) Uniform Allowance/ Uniform Maintenance Allowance	77
		(b) Stitching Charges for Uniform	84
	A.5.	(a) Conveyance Allowance to specified categories of employees	85
		(b) Conveyance Allowance to Blind, Hearing Impaired and other Differently Abled employees	86
		(c) Conveyance Allowance to the staff of Protocol Department	87
		(d) Conveyance Allowance to the staff of Cultural Affairs Department	87
		(e) Conveyance Allowance to certain High Court staff	88
	A.6.	Ration Allowance	88
	A.7.	Office Allowance and Maintenance Allowance	90
	A.8.	Machine Allowance	91
B.	Allowances to compensate for risky or arduous working environment		
	B.1.	(a) Special Compensatory Allowance	91
		(b) Tribal Area Allowance	93
		(c) Rural Allowance	94
	B.2.	Risk Allowance	95
	B.3.	Night Duty Allowance	100
	B.4.	(a) Allowance to Grey Hounds, Special Intelligence, Counter Intelligence Cell and Anti-Naxalite squad	102

	(b)	Special Allowance to staff of Sub-ordinate Courts	105
B.5.		Leprosy Allowance	105
B.6.		Slaughter House Allowance	106
C.	Other Compensatory Allowances		
C.1.		Emergency Health Care Allowance	106
C.2.		Non Private Practice Allowance	107
C.3.	(a)	Delhi Allowance	108
	(b)	Special Compensatory Allowance to staff of A.P. Bhavan, New Delhi	109
C.4.		Construction Allowance	109
D.	Incentive Allowances		
D.1.		P.G. Degree and P.G. Diploma Allowance	111
D.2.		Academic Allowance	112
D.3.		Readers Allowance	113
D.4.		Library Allowance	114
D.5.		Incentive Allowance to Armoured Constables	114
E.	Allowances for handling special responsibilities		
E.1.		NGGO Clinic Allowance	115
E.2.		Double Lock Key Allowance	115
E.3.		Supervisory Allowance	115
E.4.		Sub-Jail Allowance	116
E.5.		Theatre Allowance	116
E.6.		Scout Allowance	116
E.7.		Intensive Care Unit Allowance	116
E.8.		Blood Bank Allowance	117
E.9.		E.S.I. Allowance	117
E.10.		Clerical Allowance	118
E.11.		Special Gratuity Allowance to Drivers of A.P. Bhavan	118
F.	Miscellaneous support measures		
F.1.		Reimbursement of Tuition Fees to children of NGOs	118
F.2.		Funeral charges to families of deceased employees	119

CHAPTER-7

ALLOWANCES

07.01. Allowances are an integral part of the pay packet of employees and are paid to them for various reasons. These can be broadly classified as follows:

- a) Major allowances to protect their real wages;
- b) Allowances to take care of specific expenses which are incidental to their employment;
- c) Allowances as a measure of compensation for facing the challenges or risks faced by them in their working environment;
- d) Allowances meant to incentivise certain employees who either acquire higher qualifications/skills which enhances their working capabilities or who discharge duties involving higher responsibilities compared to their peers in the same category or discharging the duties of arduous nature.

07.02. The three major allowances which are linked to the quantum of pay are:

- 1) Dearness Allowance
- 2) House Rent Allowances/Additional House Rent Allowance
- 3) City Compensatory Allowance.

I. Major Allowances

1) Dearness Allowance:

07.03. Dearness Allowance (D.A.) is the cost of living adjustment allowance paid to the Government employees. The quantum of D.A. to be released is being determined by linking it to the twelve monthly moving average of All India Consumer Price Index Number (AICPIN) measured by the Labour Bureau, Government of India. The 3rd and 4th Central Pay Commissions (CPC) recommended for a graded neutralization of the increase in price index. The 5th CPC, however, recommended that the practice of differentiated neutralization of inflationary impact be dispensed with and 100% neutralisation be applied uniformly across all grades of employees. The same principle has been retained by the 6th and 7th CPCs. The Government of India follows a practice of revision of D.A. bi-annually, on 1st January and 1st July. Most State Governments follow this Central pattern.

07.04. The 10th PRC at the State level recommended for 100% neutralization of the cost of living index by merging the entire Dearness Allowance payable as on 1.7.2013 in pay. The Dearness Allowance granted to the State Government employees subsequent to this date are given below:

Sl. No	Date of effect after 2015 RPS	Rate of D.A. sanctioned by Central Govt. in pre-revised pay scale as per 6 th CPC (%)	Rate of D.A. sanctioned/ payable by State Govt. (%)	Cumulative (%) of D.A. sanctioned/ Payable
1	1.1.2014	10	5.240	5.240
2	1.7.2014	7	3.668	8.908
3	1.1.2015	6	3.144	12.052
4	1.7.2015	6	3.144	15.196
5	1.1.2016	6	3.144	18.340
6	1.7.2016	7	3.668	22.008
7	1.1.2017	4	2.096	24.104
8	1.7.2017	3	1.572	25.676
9	1.1.2018	3	1.572	27.248
10	1.7.2018	6	3.144	30.392

07.05. The Employees' Associations have requested for continuation of the present practice of periodic increases in Dearness Allowance commensurate with the same announced by the Government of India.

07.06. We accordingly recommend that future releases of Dearness Allowance after 1.7.2018 should be in tandem with declaration of Dearness Allowance instalments by the Government of India by following a conversion factor worked out below:

07.07. The Government of India, basing on the recommendation of the 7th CPC, have ordered for merger of Dearness Allowance as on 1.1.2016 in the basic pay whereas the merger now recommended by this Commission would be applicable on 1.7.2018. Since the dates of merger of Dearness Allowance differ from the Central Government to the State Government, the

$$\text{Conversion Factor} = \frac{12 \text{ monthly Moving average of AICPIN as on 1.1.2016}}{12 \text{ monthly Moving average of AICPIN as on 1.7.2018}} = \frac{261.4}{287.2} = 0.91$$

(AICPIN- All India Consumer Price Index Number, Source: Labour Bureau, Govt. of India)

07.08. This would mean that for every 1% rise in Dearness Allowance announced by the Central Government for its employees after 01-07-2018, i.e. from 01-01-2019, the State Government should enhance the same by 0.91%.

2) HOUSE RENT ALLOWANCE (HRA)

07.09. House Rent Allowance (H.R.A.) is a major component of the pay packet of an employee and is paid to him to meet part of his/her expenses on living accommodation at the work place. Increasing urbanization, demand-supply mismatch in the rental housing market as well as inflationary impact in the economy all combine together to push up the house rents. There is therefore a need to compensate the employees for this rising cost.

07.10. The progression in the H.R.A. granted to State Government employees in the past has been as shown below:

Sl. No.	Year	Cities	HRA percentage	Ceiling Limit
1	1986 PRC	a) Hyderabad and 9 towns with Population > 2 lakh b) Tirupathi & 14 District Hqrs. Towns c) Other Places	20% 12.5% 10%	Rs.1000/-
2	1993 PRC	a) Hyderabad and 11 Major Towns b) 13 Dist. Hqrs. towns c) Other Places	16% 10% 8%	Rs.1000/-
3	1994 Revision	a) Hyderabad and 13 major towns (population > 2 lakhs) b) 12 Dist.Hqrs. towns & 41 other towns (Population > 50,000 c) Other Places	20% 12.5% 10%	Rs.1000/-

4	1999 PRC	1994 classifications and rates continued	—	Rs.2,000/-
5	2005 PRC	a) Hyderabad and 19 other Municipal Cities/towns b) 76 identified towns c) Other places	20% 12.5% 10%	Rs.3000/- (Later enhanced to Rs.4,000/- by OMC)
6	2008	Hyderabad classified as A1 City (population > 50 lakhs)	30%	Rs.6,000/-
7	2010 PRC	a) Hyderabad (population >50 lakhs) b) 16 Major cities (population > 2 lakh c) 55 towns (population > 50,000) d) Other Places	30% 20% 12.5% (later enhanced to 14.5%) 10% (later enhanced to 12%)	Rs.12,000/ Rs.8,000/- Rs.8,000/- Rs.8,000/-
8	2015 PRC	a) Hyderabad (population >50 lakh) b) 21 Major cities (population >2 lakh c) 84 other towns (population > 50,000) d) Other Places	30% 20% 14.5% 12%	Rs.20,000/ Rs.15,000/ Rs.15,000/ Rs.15,000/

07.11. Government have implemented the above mentioned recommendations of the 10th PRC vide their order issued in G.O.Ms.No.48, Finance (HR.V-PC.I) Department dt.30.4.2015. Subsequently, responding to the representation of the A.P. Non-Gazetted Officers Association Government, in G.O.Ms.No.195, Finance (H.R.VI & FTR) Department dt.12.12.2017, have enhanced the HRA of employees working in the District headquarters towns of Srikakulam, Machilipatnam and Chittoor from 14.5% to 20%. These orders were made effective from 1.1.2018.

07.12. Another major decision of the State Government in the matter of granting a special dispensation relating to HRA for certain section of employees needs to be taken note of. The erstwhile State of Andhra Pradesh was reorganized into Telangana and the residuary State of Andhra Pradesh on 2nd June, 2014. Thereafter, in the year 2016, the Government of Andhra Pradesh decided to locate its new capital city in Amaravathi. Accordingly a decision was taken to shift the State Secretariat and offices of Heads of Departments and other State Level Offices to Amaravathi/ nearby places. With a view to avoid hardship to the employees of these offices, who had to migrate from Hyderabad to Amaravathi, it was decided by the Government in June, 2016 to allow them to continue to draw the existing rate of HRA @ 30% of basic pay subject to a ceiling of Rs.20,000/-. Initially these orders were made applicable for a period of one year, but subsequently they have been extended from time to time up to 30th June, 2021.

Representation of Employees:

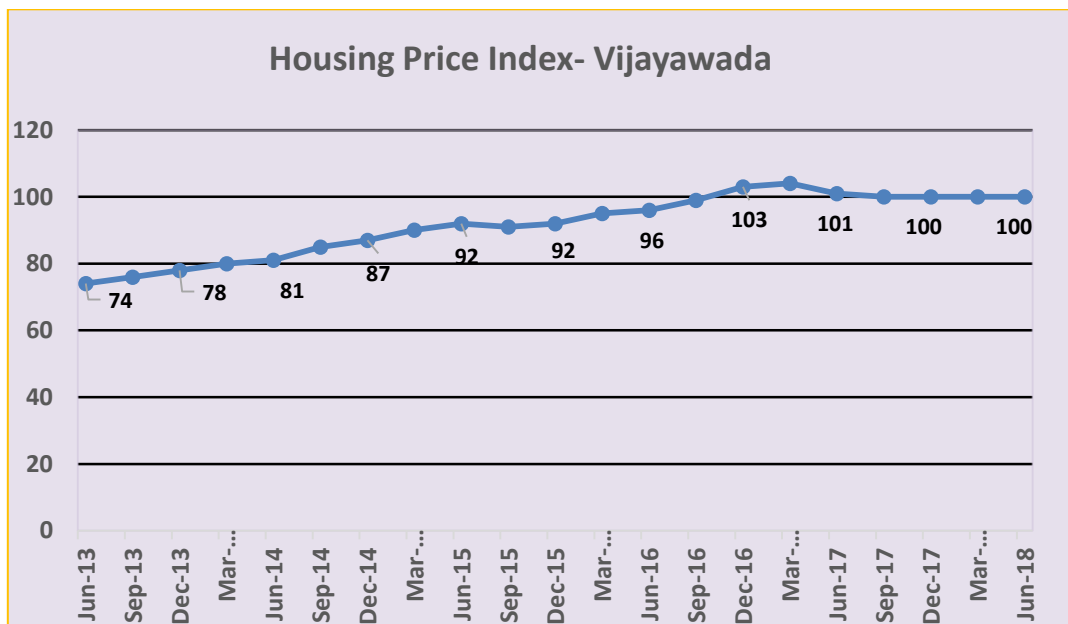
07.13. The Commission has received a large number of suggestions relating to HRA from the Employees' Joint Action Committees as well as almost all the Employees' Associations. The most common demand is for grant of HRA @ 30%/ 35% for the CRDA area and Visakhapatnam, 25% for cities with population more than 2 lakh and District Head Qrs towns and 20% and 15% respectively for the next two existing population slabs. It is also requested to do away with the ceiling limit on HRA admissible. Yet another common request has been to enhance the peripheral limits of towns/ cities for the purpose of application of HRA slabs from the present level of 8 k.m. to 15 k.m. on the ground that with increasing urbanisation habitations around these administrative units have grown beyond the 8 k.m. limit.

Analysis and Recommendations:

07.14. Andhra Pradesh State has been traditionally following a different set of classification of population slabs and cities, as compared to the Central Government, in the matter of grant of House Rent Allowance to its employees. As such it stands on a separate footing. Two major factors unique to the State of Andhra Pradesh have meaningfully impacted the issue of House Rent Allowance. Both have arisen out of the reorganisation of the erstwhile State of Andhra Pradesh and consequent shifting of the State capital to Amaravathi. Firstly, large number of Government employees and others, closely associated with Governmental functioning, have relocated from Hyderabad and set up their residences in nearby cities and towns like Vijayawada, Guntur, Mangalagiri and other nearby places. This has imposed substantial demand on the available housing

stock, thereby pushing up their rental value. Secondly, many Government employees, who worked in the State Secretariat, Heads of Departments and other offices in Hyderabad, have had to maintain two establishments, one for their family in Hyderabad and one near the new State Capital. They have therefore represented for enhanced compensation in the shape of HRA to cope with this disruption. The Government have responded to this request by continuing to pay the same rate of HRA, as was applicable in Hyderabad, to such employees.

07.15. With the above background in mind, the Commission has referred to the Housing Price Index (RESIDEX) for Vijayawada city, compiled by the National Housing Bank, a wholly owned subsidiary of the Reserve Bank of India. The RESIDEX is calculated on the basis of quarterly moving average prices of properties. It is observed that the Residex has gone up from a figure of 74 for the June 2013 quarter (date of implementation of 2015 RPS) to 100 in the June 2018 quarter (reference date for the 11th PRC), a rise of nearly 35% (please see chart below). The Commission assumes that the rental value of residential properties, being a function of the average price of residential property assets, would have gone up by at least that proportion during the same 5-year period.



07.16. We observe that the present HRA slabs are based on population figures (as per the 2011 census) and feel that this is an appropriate and objective criterion since rental value at a place is a function of the level of economic activities and demand-supply equation for housing at that place and both these factors are to a large extent influenced by the population of the place. Hence we intend to retain the same criterion. Moreover,

each of the present HRA slab rates contains a limiting value. This helps avert a blow up of the HRA admissible as one goes up the Basic Pay stages, since HRA entitlement is being calculated as a percentage of the Basic Pay. Hence the request of the Employees Associations for eliminating the limits on the quantum of HRA admissible is not justified. In order to fix these limits realistically the Commission has kept in view the prevailing rentals for residential houses in the types of cities included in different population slabs.

07.17. Keeping the above aspects in view, we recommend the following structure for HRA entitlement:

- (i) The employees of Secretariat, Heads of Departments and other offices, who had to migrate from Hyderabad on shifting of Government Offices to the State Capital(s), may continue to draw HRA @ 30% of Basic Pay subject to a maximum of Rs.26,000/- per month. Government may review the position from time to time keeping the availability of official and/or private accommodation in the the Capital City area in view;**
- (ii) The Commission however does not subscribe to the view of certain sections of employees that the same rate of HRA should be allowed for the staff recruited/ posted newly after shifting of the capital, for such employees have faced no unexpected disruption and have joined at Amaravathi with full knowledge of all the extant service conditions;**
- (iii) Employees in cities having a population above 10 lakh may be allowed HRA @ 22% of Basic Pay subject to a maximum of Rs.22,500/- per month;**
- (iv) Employees in cities, which either have a population of more than 2 lakh and up to 10 lakh or which are District Head Quarters towns, may draw HRA @ 20% of Basic Pay subject to a maximum of Rs.20,000/- per month;**
- (v) Employees in cities having a population above 50,000 and up to 2 lakh may be allowed HRA @ 14.5% of Basic Pay subject to a maximum of Rs.20,000/- per month;**
- (vi) Rest of the employees may be permitted to draw HRA @ 12% of Basic Pay subject to a maximum of Rs.17,000/- per month.**

07.18. The aforesaid prescription is presented below in the following Table:

Names of places	Slabs of HRA
Employees who had to migrate from Hyderabad on shifting of capital	@ 30% of Basic Pay subject to a maximum of Rs.26,000/- per month
1.Greater Visakhapatnam Municipal Corporation, 2.Vijayawada	@ 22% of Basic Pay subject to a maximum of Rs.22,500/- per month (where population is above 10 lakh)
1.Srikakulam, 2.Vizianagaram, 3.Kakinada, 4.Rajahmundry, 5.Eluru, 6.Machilipatnam, 7.Guntur, 8.Ongole, 9.Nellore, 10.Tirupathi, 11.Chittoor,12.Ananthapuramu, 13.Proddatur, 14.Kadapa, 15.Kurnool, 16.Nandyal	@ 20% of Basic Pay subject to a maximum of Rs.20,000/- per month (where population is more than 2 lakh and up to 10 lakh or District H.Qrs. towns)
1. Palasa, Kasibugga (Srikakulam Dist.) 2. Parvathipuram 3. Bobbili (Vizianagaram Dist.) 4. Tuni, 5.Samalkot, 6. Pithapuram 7. Mandapet, 8. Amalapuram (East Godavari Dist.) 9. Tadepalligudem, 10. Tanuku, 11.Bhimavaram, 12.Narasapur, 13.Palakole (West Godavari Dist.) 14. Jaggaiahpet, 15. Nuzvid, 16.Gudivada, (Krishna Dist.) 17. Macherla, 18.Piduguralla, 19. Tadepalle, 20. Mangalagiri, 21.Sattenapalle, 22.Vinukonda, 23.Narasaraopet, 24.Chilakaluripet, 25. Tenali, 26. Ponnur, 27. Bapatla, 28.Repalle (Guntur Dist.) 29. Markapur, 30. Chirala, 31.Kandukur (Prakasam Dist.), 32. Kavali 33. Gudur, 34.Venkatagiri (Nellore Dist.) 35. Badvel, 36.Jammalamadugu, 37. Pulivendla, 38. Rayachoti, 39.Rajampet, (Kadapa Dist.) 40. Yemmiganur 41. Adoni, 42. Dhone (Kurnool Dist.), 43. Rayadurg, 44. Guntakal, 45. Tadipatri 46. Dharmavaram, 47. Kadiri, 48. Hindupur (Anantapur Dist.) 49. Srikalahasti, 50. Madanapalli, 51. Nagari, 52. Puttur, 53. Punganur and 54. Palamaner (Chittoor Dist.)	@ 14.5% of Basic Pay subject to a maximum of Rs.20,000/- per month (where population is above 50,000 and up to 2 lakh)
All other places	@ 12% of Basic Pay subject to a maximum of Rs.17,000/- per month

07.19. The Commission is not in favour of increasing the limit of peripheral areas around cities/towns from the present level of 8 k.m. for two reasons. Firstly, it has been the experience in the past that the Urban Local Bodies generally merge the Gram Panchayats/ habitations, which have urban characteristics and which are appurtenant to its existing boundaries, with them. Secondly, the same 8 k.m. limit norm is also reckoned for the purpose of entitlement of FTA, Travelling Allowance and Daily Allowance.

Additional HRA in lieu of Rent Free Accommodation:

07.20. Certain categories of employees belonging to specific departments of Government are officially required to reside at the site of their respective work places or institutions e.g., project sites, hospitals etc. for the smooth and convenient discharge of their duties and/or meet emergencies. In view of such compulsions Government have declared that employees manning such positions would be entitled to rent-free accommodation. The list of Government servants entitled to rent free accommodation is as per Annexure-XIII of the Manual of Special Pay & Allowances and includes certain categories of staff of the Anti-Corruption Bureau, Education Department, Engineering Departments, General Administration Department, Medical Department, Police Department and Prisons Department. In cases where the Government is not in a position to provide such rent free residential facility, the concerned employees would have to make his/her own arrangement for a residential accommodation in a nearby habitation and commute as and when required to his/her place of work. To tide over this inconvenience employees are being granted Additional HRA in lieu of rent-free accommodation.

07.21. The Additional HRAs recommended in the past have been as follows:

Pre-1999	₹.150/- per month
1999 PRC	₹.250/- per month
2005 PRC	₹.500/- per month
2010 PRC	@ 8% of basic pay subject to a ceiling of ₹.1000/- per month
2015 PRC	@ 8% of basic pay subject to a ceiling of ₹.2000/- per month

Recommendation:

07.22. Keeping in mind the general increase in cost of living, including the cost of housing, the Commission recommends that the Additional HRA in lieu of rent free official accommodation entitled as per rules may continue to be granted @ 8 % of basic pay subject to a ceiling of ₹.2,600/- per month.

3) City Compensatory Allowance

07.23. As the title suggests, City Compensatory Allowance (CCA) is paid as a measure of financial assistance to meet the additional cost of living of such of the employees who are posted in identified large urban centres. The rationale behind this allowance lies in the fact that Dearness Allowance, which is sanctioned to all the employees irrespective of their places of posting, does not adequately take care of the relatively higher expenditure that such employees have to incur on education, transport and other service needs of self and family. It was first sanctioned in the combined State of Andhra Pradesh to the employees in Hyderabad and Secunderabad in the year 1966. In 1979, it was extended to the employees working in Visakhapatnam and in 1993 to those posted in Vijayawada. The 1986 PRC recommended adoption of the 4th Central Pay Commission rates of CCA. The 1993 PRC, while retaining the structural basis of the scheme, recommended some enhancement in the rates keeping in view the increase in the cost of living. Subsequently, the allowance was further extended to the employees working in the towns of Guntur, Rajahmundry and Warangal with effect from 1.9.1994. The PRC 1999 recommended following the same classification of cities and rates of CCA as approved by the Government of India based on the recommendations of the 5th Central Pay Commission. Subsequently the PRC 2005 expanded its ambit to the other Municipal Corporations. The 2010 and 2015 PRCs also recommended continuance of the same parameters for grant of CCA while enhancing the rates. As per these recommendations CCA was allowed in 13 Municipal Corporation towns in the State. Subsequently, Government have extended the allowance to Srikakulam also.

Representation of Employees

07.24. We have received several suggestions for modification of this allowance. Some of them are as follows:

- a) CCA should be doubled and extended to all District Head Qrs;
- b) Many Associations have requested that Transport Allowance should be granted in lieu of CCA. Some have also requested for Transport Allowance in addition to CCA;
- c) CCA should be allowed as a percentage of Basic Pay without any upper ceiling limit.

Analysis and Recommendations

07.25. As has been stated above, CCA is applicable in all the Municipal Corporation towns which are relatively larger urban centres in which the cost of living is also comparatively higher. The 13 such towns, where CCA is applicable now, include all the District Head Qrs, towns except Srikakulam, Machilipatnam and Vizianagaram. Out of these only Srikakulam has been constituted into a Municipal Corporation.. The Commission finds that the earlier Pay Commissions did not recommend the grant of Transport Allowance, either in lieu of or in addition to CCA. It is seen that the State is already implementing a well functioning system of providing subsidised bus passes on APSRTC transport in large Corporation areas and it is available to all non-gazetted

officers. CCA is an additionality to this subsidy. Moreover a part of the expenses on fuel costs for transport is taken care of in the formula adopted for estimating the minimum pay. **Hence the Commission is not in favour of recommending Transport Allowance.** Accordingly we recommend continuance of CCA at the enhanced (revised) rates given in the following table. We have also included the Municipal Corporation of Srikakulam in the list of towns where CCA would be admissible.

Pay Range		Greater Visakhapatnam and Vijayawada Municipal Corporations (₹.)		Other Municipal Corporations (12 Nos)* (₹.)	
Existing	Revised	Existing	Revised	Existing	Revised
Pay Up to ₹.16,400	Pay up to ₹.25220	250	400	200	300
Pay above Rs.16400 and upto ₹.28940	Pay above ₹.25220 and upto ₹.44570	350	600	300	450
Pay above ₹.28940 and upto ₹.37100	Pay above ₹.44570 and upto ₹.57100	450	700	350	525
Pay above ₹.37100	Pay above ₹.57100	700	1000	500	750

***The other municipal corporations eligible for City Compensatory Allowance are 1.Ananthapuramu 2.Chittoor 3.Eluru 4.Guntur 5.Kakinada 6.Kadapa 7.Kurnool 8.Nellore 9.Ongole 10.Rajahmundry 11.Srikakulam and 12.Tirupathi**

The employees of Secretariat, Heads of Departments and other Government offices, who have migrated from Hyderabad on reorganisation of the State and shifting of the capital to Amaravathi, are at present being permitted the CCA rates hitherto applicable for Hyderabad city. They may now be permitted the rates applicable to Visakhapatnam and Vijayawada Municipal Corporations, as recommended above, which stand enhanced to the level of CCA admissible for Hyderabad city at the time of State reorganisation.

Other Allowances

07.27. There are a host of allowances other than the three major ones viz. D.A., H.R.A. and C.C.A. dealt with by us earlier in the chapter. Once sanctioned these allowances tend to be regarded as a kind of entitlement. Also sometimes, due to the changed job profile, certain new categories of employees may deserve payment of existing or new types of allowances. The Commission had a fresh look at the rationale for continuance of each of the allowances now in vogue, the appropriateness of the categories of employees who receive these allowances as well as the reasonableness of their quantum. It also considered the claims of employees who requested either for enhancement of their existing allowances or for fresh grant of allowances. In this context the Commission was guided by the underlying principle behind F.R.44 of the Government which states that *“Subject to the general rule that the amount of compensatory allowance should be so regulated that the allowance is not on the whole a source of profit to the recipient, the State Government may grant such allowances to any Government servant under its control and make rules prescribing their amounts and the conditions under which they may be drawn”*.

07.28. The Commission has recommended increase in the existing rates of allowances wherever it thought appropriate. It has also excluded certain categories and included new categories in the lists of various types of allowances. The Commission did not find any merit in respect of claims made by certain other categories of employees for extension of the allowances /sanctioning of new allowances and if they are not specifically included they should be deemed to have been not acceded to.

07.29. We have classified all the allowances into six broad groups. While doing this, allowances of similar nature, particularly those having overlapping scope, have been clubbed together. In case an employee becomes eligible for two or more of such overlapping allowances he/she would be entitled for only the higher/highest among them and not all of them. The specific categories for which this aspect has to be taken into account has been indicated by us while discussing the individual allowances.

07.30. We now proceed to examine each of the allowances:

A. Allowances for meeting expenses incidental to employment

A.1. Travelling Allowance:

07.31. Travelling Allowance is paid to Government employees to defray the expenditure incurred on journeys to-and-fro to the place of official duty located outside his/her Head Quarters. The allowance should be such as to ensure a reasonably comfortable means of travel commensurate with the status of the concerned official.

Representations received

07.32. Many Employees' Associations have requested for a doubling of the present rates of Daily Allowance. The A.P. Co-operative Employees' Association has suggested that the existing provisions relating to eligibility for mode of travel may be continued and that travel in all types of Express trains may also be permitted. They have also requested for enhancement of mileage allowance to ₹.20 per k.m. for diesel vehicles, ₹.30 per k.m. for petrol vehicles and ₹.10 per k.m. for motor cycles. The Forest Department Employees have requested for lodging charges @ ₹.1000-1500 per day and conveyance charges of ₹.200 per day for attending to Courts.

Analysis and recommendations:

07.33. We proceed to deal with the various elements of determining the entitlements for Travelling Allowance one by one.

Grades of Employees

07.34. The existing and recommended grades of employees for the purpose of Andhra Pradesh Civil Services (Travelling Allowance) Rules shall be as follows:

Grade	Existing pay scale [(₹.) with and Grade]	Recommended revised Pay scale [(₹.) with and Grade]
Grade - I	49870-100770 (Gr.25) and above	76730-162780 (Gr.25) and above
Grade - II	28940-78910 to 46060-98440 (Gr.17 to 24)	44570-127480 to 70850-158880 (Gr.17 to 24)
Grade - III	Rest of the employees	Rest of the employees

07.35. The Commission is of the view that the gradation of employees for the purpose of grant of travelling allowances should be based on his/her relative functional position in the official hierarchy and this is truly reflected by the pay scale assigned to the category of post he/she is holding. As such the Commission recommends that for the purpose of grant of various allowances under the Andhra Pradesh Civil Services (Travelling Allowance) Rules, discussed herein below, the higher pay scale, if any assigned under the Automatic Advancement Scheme, should not be taken into account.

07.36. Entitlement to travel for official work by different modes of conveyance

Mode of travel	Existing Provision	Recommendations
By Air	<p>(a) All employees drawing pay-scale of ₹.66330-108330 (Grade-29) and above are eligible</p> <p>(b) All India Service officers and Heads of Departments are eligible irrespective of scale of pay</p> <p>(c) In exigencies of work Officers up to the rank of Deputy Secretary may be allowed air travel outside the State by the concerned Secretary</p> <p>(d) Head of Department may permit officers not below the rank of Deputy Director to travel by air outside the State in exigencies of work</p> <p>(e) All India Service officers in PB 4 with Grade Pay of ₹.12000/- and those in HAG+ and State Government Officers drawing pay in the scale of ₹.87130-110850 are permitted to travel by Business/Club class while other eligible Officers are allowed to travel by Economy Class in Aero planes</p> <p>(f) Such of the employees who are eligible to travel by air shall also be eligible to travel in A.C. 1st class or a lower class by train</p>	<p>(a) All employees drawing pay in the corresponding pay-scale of ₹.101970-174790 (Grade-29) and above may be permitted</p> <p>(b) This provision may be continued</p> <p>(c) This provision may be continued</p> <p>(d) Same provision may be continued</p> <p>(e) All India Service officers placed in level 14 and above of the Central Government pay matrix and State Government Officers drawing pay in the scale of ₹133900-179000 (Grade-32) may be permitted to travel by Business/Club class. Other Officers eligible for air travel may be allowed to travel by Economy Class.</p> <p>(f) This facility may be continued</p>
By Train	<p>(a) All employees drawing pay-scale of ₹.28940-78910 (Grade-17) and above are eligible for journey by 1st class.</p>	<p>(a) All employees drawing pay-scale of ₹.44570-127480 (Grade-17) and above may be allowed to travel by 1st class, A.C. II/III Tier or A.C. Chair Car.</p>

	<p>Other employees shall be eligible for travel by 2nd class. Employees eligible to travel by 1st class can also travel by A.C. II/III Tier or A.C. Chair Car. Employees eligible to travel by 2nd class may also travel by Sleeper class</p> <p>(b) 'Tatkal' charges shall be reimbursible only when</p> <p>(i) The journey is between the originating and terminating stations (of the train);</p> <p>(ii) sufficient time is not available for the purchase of regular tickets well in advance and a certificate to that effect is furnished by the controlling officer</p> <p>(c) Service charges paid for online booking of railway ticket shall be reimbursed</p> <p>(d) Employees are permitted to travel by all types of Express trains e.g. Super-fast, Sampark Kranti, Satabdi, Rajdhani, Garib Rath, Duranto etc</p> <p>(e) All the above eligibilities shall be equally applicable to journeys performed on official tours, transfers or on grant of Leave Travel Concession (LTC) facility</p>	<p>Other employees shall be eligible for travel by 2nd class/ Sleeper class</p> <p>(b) 'Tatkal' tickets are now being issued by the Indian Railways for the actual distance of travel, instead of end-to-end, subject to the distance restriction applicable to the train. Hence it is recommended that 'Tatkal' charges may be paid to the employees for the actual distance travelled on duty subject to certification by the controlling officer that sufficient time was not available for booking the regular ticket</p> <p>(c) This provision may be continued</p> <p>(d) This provision may be continued</p> <p>(e) Same provision may be continued</p>
Travel by APSRTC Buses	(a) Employees belonging to Grade-I and Grade-II of Annexure-I of Andhra Pradesh Civil Services	(a) The existing provision is not consistent with the Government's extant orders

	<p>(Travelling Allowance) Rules are eligible to travel by Air Conditioned buses of APSRTC irrespective of whether the places are connected by rail or not. Employees belonging to Grade-III are permitted to travel by APSRTC buses of any type except Air Conditioned buses even when the places are connected by train.</p> <p>(b) In such cases the bus fare shall be reimbursed without limiting it to train fare by the eligible class</p> <p>(c) Journeys performed by private buses/ hired taxis shall not be reimbursed</p>	<p>relating to gradation of employees and related facilities for travel by A.C. classes in trains. It is therefore recommended that all employees drawing pay-scale of ₹.44570-127480 (Grade-17) and above may be permitted to travel by Air Conditioned buses of APSRTC and rest of the Employees may be permitted to travel by APSRTC buses of any type except Air Conditioned buses irrespective of whether the places are connected by rail or not.</p> <p>(b) This provision may be continued.</p> <p>(c) This provision may be continued</p>
--	---	---

07.37. The Commission further recommends that the above mentioned eligibilities for travel by train and APSRTC bus may be made equally applicable to journeys performed on official tours, transfers or on grant of Leave Travel Concession (LTC) facility.

07.38. It is observed that in many cases Airline/ Train tickets are booked through travel agencies who charge abnormally high service charges. To obviate this and derive benefit of scale economy it is recommended that the Government invite competitive tenders/ quotations from reputed travel agencies and after due negotiations fix standardised rates of service charges for booking of tickets. A panel of such agencies may be identified for this purpose and communicated to all the Government departments.

Mileage Allowance

07.39. In terms of Rule 18, 20(1) and 23(3) of the Andhra Pradesh T.A. Rules 1996, when a journey on official duty is performed between places not connected either by train or by a regular public motor service, the employee is eligible for mileage allowance calculated on the distance by the shortest route to meet the cost of journey. Further the place visited must be situated outside a radius of 8 k.m. from the headquarters or from one camp place to another. The rates of such mileage allowance are specified in Annexure-I of A.P. Civil Services (T.A.) Rules

07.40. In view of the increase in the cost of transport, the Commission recommends the following revised rates of mileage allowance:

Grade	Existing rate	Recommended revised rate
Grade-I	₹.7/- per K.M.	₹.9.00 per K.M.
Grade-II	₹.6/-per K.M.	₹.7.80 per K.M.
Grade-III	₹.5/- per K.M.	₹.6.50 per K.M.

Mileage Allowance for using own conveyances

07.41. As per rule 24 of Andhra Pradesh T.A. Rules 1996, employees who are entitled to maintain and use motor car, motor cycle/ scooter as indicated in Annexure-IV of the rules, may perform the journeys, while on tour, in their own motor car, motor cycle/ scooter, as the case may be, between the places connected by train/ road provided that the distance travelled exceeds 8 K.M. **For the purpose of Annexure IV the Commission recommends that the following category of officers may be authorized to maintain their own conveyances as shown below:**

Category	Officers	Nature of Conveyance
1	Officers who are drawing pay in the revised scale of Pay of ₹.57100-147760 (Grade-21) (Corresponding to ₹.37,100-91,450) and above	One Motor Car
2	Officers who are drawing pay in the revised scale of Pay of Rs38720-118390 (Grade-15) and above but below the Revised scale of Pay of ₹.57100-147760 (Grade-21)	One Motor Cycle/ Scooter

07.42. In G.O.Ms. No.150 Finance(HR-VI-TFR-A&L-TA) Department dated 11-12-2015 Government, while accepting the recommendations of the 10th PRC, have approved the rates of Mileage Allowance payable to employees, who are entitled to maintain their own vehicles, @ ₹.13/- per k.m. for petrol driven Motor Cars and ₹.9/- per km for diesel driven Motor Cars. As regards Motor Cycles / Scooters the rate approved is ₹.5/- per km.

07.43. This Commission, keeping in view the increase in prices of petrol and diesel, and maintenance cost between June, 2013 and June 2018, suggests increase from ₹.13/- per k.m. to ₹.15.50 per km for Petrol driven vehicles and from ₹.9/- per km to ₹.11.50/- per km in the case of diesel driven vehicles. As regards, motor cycle/ scooter the increase would be from ₹.5/- per km to ₹.6.40 per k.m.

07.44. The officer using his own motor car should furnish a certificate stating whether he used Petrol driven car or Diesel driven car along with the claim for mileage allowance.

Daily Allowance

07.45. Daily Allowance is intended to cover the cost of boarding over and above what the employee would have incurred had he remained at Headquarters, cost of accommodation and the cost of hiring a conveyance for the local journeys undertaken for which no mileage allowance is admissible. The existing rates of Daily Allowance are as follows:

Grade	D.A. for tours within the State	D.A. for tours to any place outside the State
Grade-I	₹.450/-	₹.600/-
Grade-II	₹.300/-	₹.450/-
Grade-III	₹.225/-	₹.300/-

07.46. Requests have been made to increase the Daily Allowance substantially to meet the increase in cost of stay while on tour. The Commission accepts the need for upward revision of this allowance.

07.47. Keeping in view the continuing rise in prices, the Commission recommends the following revised rates of Daily Allowance:

Grade	D.A. for tours Within the State	D.A. for tours to any place Outside the State
Grade-I	₹.600/-	₹.800/-
Grade-II	₹.400/-	₹.600/-
Grade-III	₹.300/-	₹.400/-

Reimbursement of Lodging Charges for places within or outside the State:

07.48. Government servants are normally expected to stay in Government accommodation while on tour wherever it is available. In case, the employees could not secure accommodation in Government Travellers bungalows/ Guest houses, they are eligible for the reimbursement of lodging charges in Corporations and Metro cities where the cost of private lodging charges are relatively high. The present ceiling limits for such reimbursement are given in the following table:

**Existing maximum ceiling limits for reimbursement of lodging charges
(Amounts in ₹.)**

Grades	At Municipal Corporations within or outside the State except those cities shown separately at columns (3) and (4)	At Hyderabad	At Delhi, Mumbai, Chennai, Kolkata, Bengaluru
(1)	(2)	(3)	(4)
I	750	1000	1300
II	450	700	785
III	300	450	525

Analysis and recommendations:

07.49. It is observed that no recommendation was made by the 9th and 10th PRCs regarding the limits of lodging charges reimbursable for places other than the Municipal Corporations/ Metro cities. Since there is every possibility of an employee visiting such centres on official tour, the Commission has now included this category in the table of rates. The Commission further recommends that for the purpose of classification of Metropolitan/Municipal Corporations for fixation

of maximum limits of lodging charges, the eight large Corporations having population of more than 50 lakhs as per the 2011 census, namely Delhi, Mumbai, Kolkata, Chennai, Bengaluru, Hyderabad, Pune and Ahmedabad may be viewed on the same footing at a higher slab rate while the limit for the other places may be fixed at relatively lower levels as given below:

Lodging Charges (per day)

Grades	At places within or outside the State except for cities shown under column (3) and (4)	At Municipal Corporations within or outside the State except those cities shown separately at column (4)	At Delhi, Mumbai, Chennai, Kolkata, Bengaluru, Hyderabad, Pune & Ahmedabad
(1)	(2)	(3)	(4)
I	750	975	1700
II	450	585	1020
III	300	400	685

Conveyance Charges outside the State

07.50. Taxi/ Auto charges incurred by the Govt. employees while on tour to any place outside the State, from the arrival point to the place of stay and vice-versa are reimbursable to them subject to production of actual vouchers or a certificate of payment (vide rule 40 (6) of T.A. rules).

07.51. Vide G.O. Ms No.150 Finance(H.R.-VI-TFR-A&L-TA} Dept. dated 11-12-2015 Government employees are also eligible to claim actual Taxi or Auto fare, subject to a maximum of ₹.600/- per day, for visiting the offices of Govt. of India and Ministries or any other office, situated at the places outside the State, while on tour. In such cases they have to furnish a certificate to the effect that Govt. vehicle was not provided to them.

07.52. The Commission feels that the maximum ceiling of ₹.600/- referred to above should be increased to ₹.750/- per day. The Commission also recommends continuance of the facility provided under rule 40 (6) of A.P. Civil Services (T.A) rules as cited above.

Transfer Travelling Allowance

Charges for the transport of personal effects.

07.53. As per rule 58 of the T.A. rules Govt. employees may transport their personal effects up to the following maximum limits consequent on transfer involving change of station.

Grade of the Govt. employee	Maximum weight that can be transported
Grade-I	5000 Kilograms
Grade-II	4000 Kilograms
Grade-III	3000 Kilograms

The Commission recommends that these limits of maximum weight may be continued.

07.54. Normally employees are expected to transport their personal effects by goods train. However, the employees are permitted to transport the personal effects by a public transport company or even by a private lorry in which case the actual cost of transport of personal effects has to be limited to the amount admissible had the personal effects been transported by goods train.

07.55. Since it is difficult to officially obtain from the Indian Railways the freight charges for transport of equivalent weight of personal effects by goods train, the 9th and 10th PRCs have recommended unit rates for allowing the claims. Citing the revised haulage rates fixed by the Government of India in 2009, the 10th PRC had recommended a maximum permissible rate of ₹.0.005 per kg per km towards haulage charges of personal effects. The Government, while accepting this maximum rate per kg per km, permitted a maximum entitlement of ₹.20/- per km, ₹.18/- per km and ₹.12/- per km for transport of the maximum weight of 5000 kg, 4000 kg and 3000 kg respectively by the Grade-I, II and II employees. **This Commission recommends an increase in the limit for the rate of haulage of household goods as shown in the following table while retaining the maximum weight permissible at the same level.**

Grade	Maximum Weight permissible	Maximum Rate permissible
I.	5000 Kgs.	₹.0.006 per kg/per km subject to a maximum of ₹.30/- per k.m.
II.	4000 Kgs.	₹.0.006 per kg/per km subject to a maximum of ₹.24/- per k.m.
III.	3000 Kgs.	₹.0.006 per kg/per km subject to a maximum of ₹.18/- per k.m.

07.56. Further these charges may be allowed irrespective of the mode of transport of personal effects between the two places i.e. either fully or partly by rail or by road provided they are transported by the shortest route.

Packing/ loading and unloading/ unpacking charges

07.57. In addition to the payment of charges towards the cost of transport of personal effects, Government employees are allowed actual expenses towards packing/ loading and unloading/ unpacking of personal effects subject to a maximum limit.

07.58. Keeping in view the impact of inflation this Commission recommends the following revised rates of the packing/loading and unpacking/unloading charges against each grade.

Grade	Transfer within the State				Transfer outside the State	
	Transfer within the zone		Transfer outside the zone			
	Existing	Revised	Existing	Revised	Existing	Revised
Grade-I	₹.750 (at each end)	₹.1000 (at each end)	₹.1500 (at each end)	₹.2000 (at each end)	₹.7000 (₹.9000 for those in the revised pay-scale of ₹.56870-105810 (Grade-27) & above)	₹.9300 (₹.12000 for those in the revised pay-scale of ₹.87480-170580 (Grade-27) & above)
Grade-II	₹.450 (at each end)	₹.600 (at each end)	₹.900 (at each end)	₹.1200 (at each end)	₹.5500	₹.7300
Grade-III	₹.300 (at each end)	₹.400 (at each end)	₹.600 (at each end)	₹.800 (at each end)	₹.4500	₹.6000

Disturbance Allowance or lump sum grant on transfer

07.59. At present in the case of transfer of an employee from any place within the State to Delhi/ any other place outside the State or from Delhi/ any place outside the State to any place within the State, the employees are eligible for the payment of this allowance at the following rates :

Grade - I	:	₹.15,000/-
Grade - II	:	₹.11,250/-
Grade - III	:	₹. 7,500/-

07.60. Taking into consideration the increase in prices, the Commission recommends the following revised amounts:

Grade - I	:	₹.18,750/-
Grade - II	:	₹.14,000/-
Grade - III	:	₹.9,375/-

07.61 Applicability of Travelling Allowance Rules to the All India Service Officers serving in the affairs of the State

The Commission recommends continuance of the following existing Government Orders in this regard:

- (i) All India Service officers drawing pay in the Junior time scale of pay shall be treated as Grade-II officers while the other All India Service officers shall be treated as Grade-I officers for the purposes of regulation of travelling allowance.**
- (ii) All India Service officers serving in the affairs of the State may be allowed an option to choose either the rules of Government of India or the State Government for regulating their travelling allowance while on tour or on transfer or while availing Leave Travel Concession facility.**

Fixed Traveling Allowance (FTA)

07.62. According to Rule-12(1) of the Andhra Pradesh Civil Services (Travelling Allowance) Rules a fixed travelling allowance may be granted to Government employees who are required to tour for some minimum period within a specified area. Accordingly Annexure II of the said rules lists the categories of posts for which FTA is admissible and

Annexure III specifies the rates of FTA, the minimum number of days on tour and the jurisdictional area for such tours. Depending on the changes in the touring requirements of various posts under the Government the list of officers deserving FTA may undergo alteration. Similarly the rates of FTA need revision in order to take care of the increased cost of travel

07.63 The existing rates of Fixed Traveling Allowance are as follows:

Classification	Details	Minimum number of days required to be toured in a month	Rates of Fixed Traveling Allowance to be allowed if the jurisdiction is		
			Within the Mandal (₹.)	Within three Mandals but in one Revenue Division (₹.)	Revenue Division (₹.)
I.	Officers on a pay scale up to and inclusive of ₹.17890-53950 (Grade-8)	15 days	600	700	800
		20 days	775	900	1000
II.	Officers on a pay scale of ₹.18400-55410 (Grade-9) and above	15 days	750	900	1000
		20 days	900	1000	1200

Requests of employees

07.64. A general request has been received from many categories of employees for enhancement of presently allowed rates of Fixed Travel Allowance. Requests have also been received from several Employees Associations for inclusion of certain categories in the ambit of FTA.

Analysis and recommendations

07.65. Fixed Traveling allowance is admissible only to such of the categories of posts which require regular touring for a minimum period in a month within the jurisdiction. It is not correct to extend the same to others just to overcome budgetary restrictions imposed on expenditure on Travelling Allowance. The earlier PRCs also observed that it is not desirable to extend F.T.A. to any more categories since it would ultimately result in loss of budgetary control on this item of expenditure. PRC 1999 further observed that it is not in the interests of employees themselves as some of them, depending on the exigencies of work, may have to tour more extensively in some months. On such occasions Fixed Traveling Allowance will be less than the amount of T.A. & D.A. for which they are entitled to as per rules. PRC 2005, while endorsing the same view, suggested to Govt. Departments to identify the categories who, in their view, should be allowed Fixed Traveling Allowance in place of regular T.A. & D.A. and that such cases could be examined by the Govt. on merits.

07.66. The Commission observes that rates of F.T.A. now in existence are not pro rata on the minimum number of days required to be toured in a month. For instance, for the officials grouped under Classification-I, the rate per day works out to ₹.40/-, ₹.46.66 and ₹.53.33 for minimum tour days of 15 within a Mandal, in three Mandals and in a Revenue Division respectively whereas the same figures for minimum tour days of 20 work out to ₹.38.75, ₹.45 and ₹.50 respectively. Similarly for Classification-II the corresponding figures are ₹.50/45, ₹.60/50 and ₹.66.66/60 respectively for 15 days/20 days minimum tours. These rates are unfair to those officials who have to tour for more number of days. This Commission therefore, while recommending a suitable increase in the F.T.A. keeping in view the general increase in the cost of touring, also recommends rationalised slab rates to be made admissible keeping the average daily rates same for both 15 and 20 days of minimum touring as follows:

Revised rates of fixed travel allowance

Classification	Details	Minimum number of days required to be toured in a month	Rates of Fixed Traveling Allowance to be allowed if the jurisdiction is		
			Within the Mandal (₹.)	Within three Mandals but in one Revenue Division (₹.)	Revenue Division (₹.)
I	Officials on a pay scale up to and inclusive of ₹.27500-87480 (Gr.-8)	15 days	780	900	1050
		20 days	1040	1200	1400

II	Officials on a pay scale of ₹.28280-89720 (Gr.-9) and above	15 days	975	1170	1275
		20 days	1300	1560	1700

07.67. If the jurisdiction is more than a Revenue division regular T.A., D.A. and mileage allowance as per rules has to be allowed.

New Categories of posts for Fixed Travelling Allowance

07.68. The Commission has examined the representations received by it for the sanction of Fixed Travelling Allowance to various categories of employees working in the field. We have also examined the requests received from some Heads of Departments for similar inclusion. After due consideration **the Commission recommends inclusion of the following categories in the list of employees eligible for grant of Fixed Travelling Allowance under Rule 12(1) of A.P. Travelling Allowances Rules, 1996.**

Sl. No.	Name of the Department	Designation of posts	Remarks
1.	Animal Husbandry Dept.	Livestock Assistant, Junior Veterinary Officer, Veterinary Livestock Officer	Those working in Muffasil Offices
2.	Cooperation Department	Senior Inspector of Cooperative Societies.	
3.	Sericulture Dept.,	i) Technical Assistant.	
		ii) Technical Officer	
		iii) Asst. Sericulture Officer	
4.	School Education Dept.	Mandal Education Officer	
5.	Panchayat Raj, Irrigation and Tribal Welfare Engineering Dept.	Assistant Executive Engineer, Assistant Engineer	

07.69. Several changes in designation of posts which are eligible for Fixed Travelling Allowance have taken place necessitating revision in the Annexure-II (Rule 12(1) of the A.P. Travelling Allowance Rules 1996). The revision of the Annexure is required not only to include new category of employees now recommended for inclusion, but also to incorporate the changes in the new designations and the departments which have since taken place. The Finance Department may initiate an exercise in this regard.

Leave Travel Concession

07.70. At present the eligible categories of government employees [as specified in Annexure VII of the Andhra Pradesh Civil Services (Travelling Allowance) Rules] are permitted to avail leave travel concession once in a block of four consecutive calendar years, along with their family members. Out of the four years, this concession has to be availed to go to “Home Town” during the first block of two years. During the second block of two years the employees can avail this concession to visit any place within the State (including Home Town). The eligibilities for travel by train and APSRTC buses for the purpose of official tours on duty are equally applicable to journeys performed on Leave Travel Concession (LTC) also.

Representation of employees

07.71. Several employees associations have requested for a more frequent LTC facility. Some have requested to pay lump sum amounts towards leave travel concession without insisting on production of vouchers/ tickets. There are also suggestions to allow more number of visits to places outside the State. Yet another request is to permit employees to avail the concession to go outside the country once in their service career. There is also a request to include parents in the definition of ‘family’.

07.72. This Commission feels that since most of the employees are required to work on Government duty outside their home places, LTC (Home Town) facility is allowed as an incentive to enable them to travel to their home places, along with their families, at Government cost. Similarly visit to any place in the State at Government expenses is a facility made available to enable them to visit some relatives/friends or on leisure. At present an employee can avail LTC to go to his Home Town during the first block of 2 years and during the subsequent 2 year period (s)he can travel to anywhere in the State. In both the cases the quantum of reimbursement is linked to the actual amount spent on fare. Hence, if instead a lump sum amount is permitted, it would be like grant of one more allowance without any justification. This Commission is therefore not inclined to recommend the payment of any lump sum amount towards LTC. The Commission also feels that the present frequency of LTC facility is adequate and needs no change.

07.73. In G.O.Ms.No.98, Finance (TA) Dept., dt.21.5.2011, responding to the representation of the Joint Action Committee, Government have permitted the employees to avail Leave Travel Concession to visit any place outside the State, but within the country, once during the entire service career. This facility can be availed during the second Block period of two years subject to the condition that the journey shall be limited to a maximum distance of 3500 K.Ms (to and fro) and to a maximum claim of ₹.18,750/-. **Keeping in view the prevailing railway fares, the Commission recommends enhancement of the maximum limit for the amount that can be**

claimed for reimbursement from Rs18750/- to ₹.25,000/-. The Commission also feels that the present limitation on the distance of travel for such claims is redundant and may therefore be dropped.

07.74. As far as the request for foreign travel is concerned, we find that such a facility is not available even for the Central Government employees. The 7th CPC, before which this request was placed, did not agree with the same. Nor have we come across any similar facility being available in any other State. Hence we do not recommend the same.

07.75. As per the earlier prevailing rules if the journeys are performed by the employees by air, the claim was to be restricted to the amount admissible had the journey been made by train/ A.P.S.R.T.C. buses. In G.O. Ms. No.151 Finance (TA) Dept. dated 4-5-2010 Government have ordered that the employees, who are entitled to travel by air while on official tours, are permitted to travel along with their families by air and claim the actual amount paid for the journeys performed within the State under L.T.C. facility also. Subsequently in the year 2011 Government have permitted employees to travel anywhere in India once during their service. **The Commission recommends that the provision relating to permissibility of air travel, as stated above, should also be extended to such journeys 'anywhere within the country', subject to the same limitation of claim amount (₹.25,000/-) as mentioned above.**

A.2. Concessional Bus Pass facility to the NGOs:

07.76. In G.O.Ms. No. 650, G.A. (Ser. Wel. I) Dept., dated 09-11-2010 orders were issued for implementing the recommendations of the 9th Pay Revision Commission regarding continuation of the concessional bus pass facility to Government employees. In terms of this order both Gazetted and Non-Gazetted employees drawing salary in a scale of pay up to ₹.14860-39540 (RPS 2010) and working in Visakhapatnam and Vijayawada were made eligible for availing facility of concessional bus pass to travel in APSRTC city/ suburban services. Under this scheme while the State bears 2/3rd of the cost of monthly general bus pass the employee has to bear 1/3rd of the cost. The 10th Pay Revision Commission, while recommending further continuation of the facility on the same terms, also suggested that the facility should be extended to other Municipal Corporations in the State where the A.P.S.R.T.C. is operating city services. Subsequently after reorganisation of the erstwhile Andhra Pradesh State and shifting of the State administration to the new capital at Amaravati (Velagapudi), responding to the representation of the A.P. Secretariat Association, Government have issued orders in G.O.Ms. No. 33, G.A.(Services Welfare) Dept. dated 15-03-2017 extending the concessional bus pass facility to the Class-IV, Contract, Outsourcing, Non-gazetted and Gazetted employees (not provided with Government vehicles) of Andhra Pradesh Secretariat at Velagapudi. This facility has been made operational from the Vijayawada

and Guntur Municipal Corporations to the CRDA area. Later, through G.O. Ms. No. 117, G.A.(Services Welfare) Dept. dated 24-08-2017 similar dispensation was extended to the employees of all Heads of Departments operating from Guntur and Vijayawada.

07.77. This Commission recommends to extend the existing facility, as mentioned above, to all categories of employees, namely Class-IV, Contract, Outsourcing, Non-gazetted and Gazetted employees (not provided with Government vehicles) working in the limits of Visakhapatnam, Guntur, Vijayawada, State Secretariat at Velagapudi and all other Municipal Corporations in the State where A.P.S.R.T.C. is running city bus services. The benefit of the scheme may be restricted to employees drawing pay in the now revised pay scale up to and inclusive of ₹.45830-130580 (Grade-18).

A.3. Remuneration to the Drivers, Roneo Duplicating Operators and Lift Operators for attending to the Official duties on holidays:

07.78. In terms of para 7 (d) and (g) of the Andhra Pradesh Manual of Special Pay and Allowances the Drivers of Government Vehicles and Lift Operators working in the Secretariat Departments, who perform official duties on a holiday and if a compensatory holiday could not be granted in lieu thereof, are allowed certain per diem remuneration. This remuneration has been enhanced from time to time basing on the recommendations of the PRCs. Subsequently the Roneo Duplicating Operators have also been granted similar consideration. At present as per G.O.Ms. No. 169 of Finance (TA) Department dated 11-12-2015 this remuneration has been fixed @ ₹.110/- per day and is applicable to Drivers of Government vehicles, Roneo Duplicating Operators and Lift Operators of all Government Departments.

07.79. The Commission recommends that, subject to the conditions governing this allowance being satisfied and formalities such as furnishing of certificate to be issued by the controlling officer being fulfilled, the remuneration to the Drivers and Lift Operators for attending to official duties on holidays be increased to ₹.150/- per day. Since Roneo machines are no longer in use, the earlier allowance under this heading admissible to Roneo Operators is being recommended for discontinuation.

A.4. (a) Uniform Allowance and Uniform Maintenance Allowance:

07.80. This allowance is admissible to employees who are officially required to wear prescribed uniform while discharging their duties.

07.81. Representations have been received requesting for enhancement of Uniform Allowance as well as Uniform Maintenance Charges by 1.5 time. Requests have also been

received from Laboratory Technicians, Pharmacists, Multi-Purpose Health Staff, Radiographers, ECG Technicians, Ophthalmic Para Medical Officers, X-Ray Attendants, Teaching Staff in Medical Institutions, Hospital Attendants in Animal Husbandry Department and Public Prosecutors for fresh inclusion in the list of categories eligible for uniform allowance.

07.82. Taking into account the approximate cost of the uniform including prescribed dress accessories the following enhanced rates of Uniform Allowance are recommended:

Sl. No.	Category of Employee	Existing Rate ₹. p.a.	Revised Rate ₹. p.a.
1.	(a) For employees belonging to uniformed services, (viz) Police, (except Grey hounds, S.I.B. Personnel, C.I.D., & Dist. Spl. Branches), Prohibition & Excise, Forest, Fire & Emergency Services, Prisons & Correctional Services, Transport, Legal Metrology and Ports Departments and the employees belonging to Municipalities.	3000	4500
	(b) For the Operational Staff in “Grey Hounds” and S.I.B. Units of Police Department	7500	11000
	(c) For the Staff in C.I.D. and Dist. Special Branches covered by G.O.(P) No.511, Fin (TA) Dept., Dt. 11-06-04.	450	675
2.	For the Nursing personnel working in all the Medical Departments, i.e. Medical Education, Health, Family Welfare, Institute of Preventive Medicine, Insurance Medical Services & Ayush Departments	2250	3500
3.	For the employees of High Court, Andhra Pradesh Administrative Tribunal and other courts for whom wearing black coat is compulsory as per orders of the H.C./ APAT/ other courts	1500	2250
4.	For the staff who have to wear Apron Compulsorily in Laboratories / Dispensaries / Hospitals etc.	750	1125

07.83. In respect of Sl. Nos. 1, 2 and 3 above the categories of posts, for which Uniform Allowance is to be paid, is given in the Annexure. In respect of the staff working in the Laboratories / Dispensaries / Hospitals etc. covered by Sl.No.4 Government, vide G.O. Ms. NO.175 Finance (HR-VI) Dept dated 15-12-2015, have ordered that the categories of posts for which this allowance is payable may be notified by the respective administrative departments of Government in consultation with Finance Department. As such the categories mentioned above in Medical and Health Department and Animal Husbandry Department, requesting for fresh inclusion, can approach their respective Heads of Department for consideration of their coverage, in case they are departmentally required to wear Aprons, under Sl. No. 4 of the Table above. **In respect of Public Prosecutors the Commission recommends fresh inclusion in the list with an allowance of ₹.2500/- per annum.**

07.84. In respect of the staff belonging to Protocol Department and Raj Bhavan, for whom separate dresses are prescribed, the existing procedure of supplying the uniform is recommended to be continued for Officers and other employees. Similarly, in the case of staff belonging to A.P. Bhavan, New Delhi, for whom separate dresses are prescribed for summer season and winter season, the existing procedure of supply of dress to the class IV employees is recommended to be continued. In respect of the other staff Summer/Winter Uniform Allowance is being paid in terms of G.O.Ms.No.410, G.A.(GH.I) Dept.,dt.12-10-2001. The relevant rates in vogue are as shown below (G.O. Ms. No. 175, Finance dated 15-12-2015):

- a) Summer Uniform Allowance at ₹.1,125/- per head per annum.
- b) Winter Uniform Allowance at ₹.1,500/- per head per annum.

07.85. The Commission recommends an increase in the above allowances at the following rates:

- a) **Summer Uniform Allowance at ₹.1,500/- per head per annum.**
- b) **Winter Uniform Allowance at ₹.2,000/- per head per annum.**

Uniform Maintenance Allowance

07.86. It follows automatically that the employees receiving Uniform Allowance should be given an allowance for the proper upkeep of those uniforms. The 9th PRC recommended rationalisation of the then existing Kit Maintenance/ Dhobi Allowance in various Departments. It recommended simple slabs of Uniform Maintenance Allowance to replace both the above allowances which had different frequency and different quantum of admissibility for different categories of employees even within the same Department. The rates of Uniform Maintenance Allowance approved by the Government,

after taking into account the recommendations of the 10th PRC, are as shown in the Table below. **Taking into account the general increase in costs we recommend enhancement in the payment of Uniform Maintenance Allowance from ₹.150/- p.m. to ₹.200/- p.m. to all categories of employees who have to wear Uniforms as specified in items (A), (B) and (C) of Annexure-I (please see below) and the staff of Raj Bhavan, A.P. Bhavan (Delhi), Protocol Department etc. to whom Uniform is supplied. Similarly this allowance is enhanced from ₹.75/- p.m. to ₹.100/- p.m. for all other categories who have to wear only Aprons / Coats etc. [vide item (D) of Annexure-I and Staff of Laboratories/ Dispensaries / Hospitals etc.]**

Category of Employees	10th PRC	Recommended
Category (A), (B) and (C) of Ann-I, Raj Bhavan, A.P. Bhavan, Protocol Dept.	₹.150/- p.m.	₹.200/- p.m.
Category (D) of Ann-I	₹.75/- p.m.	₹.100/- p.m.

ANNEXURE-I

List of Posts for which Uniform Allowance is Admissible

(A) Uniformed Services

(i) Police Department (other than "Grey Hounds" & "S.I.B").

- a. Superintendent of Police (Non Cadre) and equivalent ranks.
- b. Additional Superintendent of Police (Non Cadre) and equivalent ranks.
- c. Deputy Superintendent of Police and equivalent ranks
- d. Inspector of Police and equivalent ranks
- e. Sub-Inspector of Police and equivalent ranks
- f. Assistant Sub Inspector of Police and equivalent ranks
- g. Head Constable and equivalent ranks
- h. Police Constable and equivalent ranks

(ii) "Grey Hounds" Unit of Police Department

- a. Group Commander
- b. Squadron Commander
- c. Assault Commander D.S.P. (Communications)
- d. Dy. Assault Commander/ Inspectors (Communications)
- e. Asst. Assault Commander/ S.I &ASI (Communications)
- f. Sr. Commandos, H.C (communications), H.C. (Dog Squad)
- g. Jr. Commandos, P.C/F.E. (communications) Dog Boys, P.C.(Dog Squad)
- h. S.I.B. Personnel
- i. Staff in C.I.D. and District Special Branches

(iii) Prisons & Correctional Services Department:

- a. Additional Inspector General.
- b. Deputy Inspector General.
- c. Superintendent of Jail and equivalent ranks.
- d. Deputy Superintendent of Jail and equivalent ranks.
- e. Jailors and equivalent ranks.
- f. Deputy Jailors and equivalent ranks.
- g. Assistant Superintendent, Borstal School

- h. Assistant Matron
- i. Chief Head Warder
- j. Head Warder
- k. Warder

(iv) Prohibition & Excise Department

- a. Deputy Commissioner
- b. Assistant Commissioner
- c. Prohibition and Excise Superintendent
- d. Assistant Excise Superintendent
- e. Prohibition and Excise Inspector
- f. Prohibition and Excise Sub. Inspector
- g. Excise Head Constable
- h. Excise Constable
- i. Tree Markers
- j. Drivers

(v) Forest Department

- a. Forest Range Officer
- b. Deputy Range Officer
- c. Forest Section Officer
- d. Forest Beat Officer
- e. Assistant Beat Officer
- f. Keeper (lion) / Head Animal Keeper
- g. Animal Keeper / Mahavit
- h. Zoo Sergeant
- i. Watchman
- j. Gate Keeper

(vi) Transport Department:

- a. Deputy Transport Commissioner
- b. Regional Transport Officer / Secretary to R.T.A.
- c. Motor Vehicles Inspector
- d. Assistant Motor Vehicles Inspector
- e. Transport Head Constable
- f. Transport Constable

(vii) Legal Metrology Department

- a. Senior Inspector
- b. Inspector
- c. Maistry
- d. Manual Assistants

(viii) Fire & Emergency Services Department

- a. Director
- b. Additional Director
- c. Regional Fire Officer
- d. Divisional Fire Officer
- e. Assistant Divisional Fire Officer
- f. Station Fire Officer
- g. Leading Fireman
- h. Firemen and equivalent ranks
- i. Driver Operator

(ix) Ports Department

- a. Port Conservator
- b. Assistant Port Conservator-cum-Wharf Supervisor

(B) Staff of Municipalities

- a. Sanitary Inspector
- b. Maternity Assistants
- c. Health Visitor / Health Assistant
- d. Sanitary Maistries

(C) Nursing Personnel

- a. Nursing Superintendents
- b. Head Nurses
- c. Staff Nurses
- d. Auxiliary Nurse Midwives/ Maternity Assistants
- e. Ayas
- f. Sister Nurse
- g. Health Visitor
- h. MNO/FNO

(D) Judicial Staff

(i) Staff of A.P. High Court

- a. Court Master,
- b. Court Officer,
- c. Section Officer
- d. Scrutiny Officer
- e. Accounts Officer
- f. P.S to Hon'ble Judges,
- g. P.S. to Registrar
- h. Driver of the Vehicles of Hon'ble Judges & Registrars
- i. Office Subordinate (Attender) attached to the Hon'ble Judges & Registrars.

(ii) Staff of A.P.A.T.

- a. Section Officer
- b. Scrutiny Officer
- c. Court Officer
- d. Court Master
- e. P.A to Hon'ble Chairman, Vice Chairman, Members and Registrar.
- f. Driver of the Vehicles of Hon'ble Chairman, Vice Chairman, Members and Registrar.
Office Subordinate (Attender) attached to the Hon'ble Chairman, Vice Chairman, Members and Registrar.

(iii) Staff of Special Court Under AP Land Grabbing (Prohibition) Act

- a. P.Ss to Hon'ble Chairman and Members
- b. P.As to Hon'ble Chairman and Members
- c. Court Master
- d. Court Officer

(b) Stitching charges for the Uniform:

07.87. Government grants stitching charges to employees belonging to Class-IV Services, General Sub-ordinate Services and Work Charged employees who have to compulsorily wear uniforms as per rules and who are supplied clothes for the uniform by the Government. In G.O. Ms. No.161, Finance (HR.VI- TFR-A&L-TA) Dept. dated 11-12-2015, Government have issued orders fixing the stitching charges @ ₹.240/- per pair per annum in respect of male employees and ₹.65/- per blouse in respect of women

employees. Keeping in view of general increase in the costs, **the Commission recommends the enhancement in the stitching charges to 350/- per pair/per annum in respect of male employees and ₹.100/- per blouse in respect of women employees.**

A.5 (a) Conveyance Allowance to Certain categories of employees

07.88. Vide Annexure III of Manual of Special Pay and Allowances, as amended from time to time, the holders of certain categories of posts are required to maintain a conveyance of their own i.e. Motor car, / Motor Cycle / Bicycle as these officials are required to travel in their jurisdiction for due discharge of their official duties. Such employees are allowed conveyance allowance at different rates. They are not eligible for T.A. & D.A. as per A.P. Travelling Allowance Rules.

07.89. The PRCs of 1999, 2005, 2010 and 2015 had recommended certain increase in this allowance. The 9th PRC reviewed the list of categories eligible for Conveyance Allowance and in consultation with the concerned Departments recommended for deletion of certain categories from the list. Government have also issued orders effecting such deletions. We have gone through the list and find that it contains several posts which are location specific i.e. positioned in the city of Hyderabad. Obviously these categories were included considering the geographical size of jurisdictional areas in Hyderabad City. These categories automatically delete themselves post bifurcation of the erstwhile Andhra Pradesh State and shifting of the capital of the residual Andhra Pradesh State to Amaravati. The Commission also observes that the Police Department functionaries deputed to the Prohibition and Excise Department are deployed only at the office of the Commissioner of Excise and not in Mufassil offices. Similarly there is no Excise Academy set up yet in the new Andhra Pradesh State.

07.90. Taking the above mentioned aspects into account and after reviewing the list, the Commission recommends the following pruned list to be retained for the purpose of grant of Conveyance Allowance. The rest of the categories from out of the existing list, which have not been mentioned below, are recommended to be deleted:

Fire Services Department

- a) Working in Fire Stations**
- (i) Assistant District Fire Officer
(Former Asst. Divisional Fire Officer)**
 - (ii) Station Fire Officer**

Police Department

- | | |
|---|---|
| a) Town Police Stations | (i) Inspector of Police |
| | (ii) Reserve Inspector of Police |
| | (iii) Sub-Inspector of Police |
| | (iv) Reserve Sub-Inspector of Police |
| | (v) Head Constable |
| | (vi) Police Constable |
| b) For those working at other places | (i) Inspector of Police |
| | (ii) Reserve Inspector of Police |
| | (iii) Sub-Inspector of Police |
| | (iv) Reserve Sub-Inspector of Police |
| | (v) Asst. Sub-Inspector of Police |
| | (vi) Asst. Reserve Sub-Inspector of Police |
| | (vii) Head Constable |
| | (viii) Police Constable |

07.91. For these categories the rates of Conveyance Allowance may be increased as follows:

- a) For maintaining a Motor Car / Motor Cycle: 20% increase over the existing rate rounded off to the nearest Ten Rupees subject to a maximum of ₹. 1250/- p.m.**
- b) For maintaining Bicycle: ₹.360/- p.m. uniformly.**

07.92. The Commission further recommends that the above list may be reviewed from time to time by the Finance Department and in case it is found that any of the above functionaries have been provided with official vehicle, the entitlement of Conveyance allowance may be withdrawn for that category.

(b) Conveyance Allowance to Blind, Hearing Impaired and other Differently Abled employees:

07.93. While accepting the recommendations of the 10th PRC, the Government in G.O. Ms. No. 159, Finance (H.R.VI) Department dated 11-12-2015, issued orders sanctioning Conveyance Allowance to the 'Blind and Physically Handicapped' employees. In this order the existing allowance was increased to 10% of Basic Pay subject to a maximum of ₹.1350/- per month. The Associations have requested to

enhance the maximum limit to an amount ranging from ₹.4000 - 7000 p.m. **This Commission recommends for an increase in this allowance to all Differently Abled employees, irrespective of the nature of impairment, to 10% of basic pay subject to a maximum ceiling of ₹.2000/- per month.**

(c) Conveyance charges to the staff of Protocol Department:

07.94. The Department of Protocol had made a request to the 9th PRC for sanction of fixed conveyance allowance to the staff of the Department on the ground that sufficient number of Government vehicles or hired vehicles were not available to go to the Airport/ Railway Station etc. to receive the VIPS, Guests and other dignitaries and also to see them off. Hence they engaged private conveyances at their own cost.

07.95. The 9th PRC had observed in its report that ordinarily whenever any official work is entrusted to any staff member either a Government Vehicle or a hired Vehicle is provided by the Government. The Commission further observed that when, due to exigencies of situation, Government/hired vehicle are not available, the conveyance charges actually incurred may be reimbursed subject to a maximum of ₹.400/- per month . The same was recommended to be enhanced to a maximum of ₹.1000/-p.m. by the 10th PRC.

07.96. **We are of the view that in such cases the Protocol staff concerned may be reimbursed mileage charges admissible for the type of vehicle owned and used by him/ her for such official duty. This would be admissible only in case it is not possible to provide a Government/ officially hired vehicle.**

(d) Conveyance Charges to the staff of Cultural Affairs Department:

07.97. A representation was made by the staff members of Cultural Affairs Department before the 9th PRC stating that they have to stay very late in the night when Cultural Programmes are conducted by the Department. For going back home on such occasions they have to incur huge expenditure as they are not provided with Government vehicles. The 9th PRC reasoned that normally beyond 9:30 p.m. there will be inadequate public transport and therefore it will be very difficult for the Staff Members to reach their residences. The Commission, therefore, recommended payment of Conveyance Charges not exceeding ₹.50/- to the staff members who are actually held up due to the Programme organized by the Department on any day, provided they are actually retained beyond 9-30 p.m. subject to the condition that the payment of these charges is certified by the superior officer. This was recommended to be raised to ₹.100/- per occasion by the 10th PRC. It is not known whether any order was issued by the Government on this recommendation.

07.98. The Commission is of the view that the facility of hiring transport online is available now. It should therefore be possible for the Cultural Affairs Department to provide Government or hired vehicle(s) (at Government cost) for dropping off the staff involved in organising the cultural functions as and when they end late in the night. The Commission therefore recommends abolition of this Conveyance Charge.

(e) Conveyance charges to the Court Masters and Personal Secretaries to the Hon'ble Judges, Chairman and Members of A.P. High Court and A.P. Administrative Tribunal.

07.99. As per the orders issued in G.O.Ms.No.173, Finance (H.R.VI-TFR-A&L-T.A.) Dept.,dt: 15-12-2015 the Court Masters and Personal Secretaries to the Hon'ble Judges of High Court of Judicature, Hon'ble Chairman/ Vice Chairman and members of A.P.A.T are allowed Conveyance charges at the rate of ₹.110/- per trip with an outer limit of ₹.4400/- p.m. for visiting their residences on official work.

07.100. In view of increase of Auto charges, the Commission recommends to increase the conveyance charges to ₹.150/- per trip (to-and-fro) with an outer limit of ₹.5000/- p.m.

A.6. Ration Allowance:

07.101. Ration Allowance is sanctioned to the employees working against the categories of posts in the departments detailed in Annexure VII of Manual of Special Pay and Allowances. This allowance is paid for the purpose of providing some extra nutrition to certain categories of employees who need the same on account of the special and arduous nature of duties performed by them.

07.102. There are several representations received by the Commission for enhancement of this allowance. Requests have also been received from Nurses working in the Differently Abled Welfare department, Andhra Pradesh Special Police, Radiographers in Medical and Health Department, Pharmacists and Laboratory Technicians etc. for their inclusion in the list of employees eligible for grant of Ration allowance. **Out of these, the Commission is of the view that it is reasonable to allow Ration Allowance newly to the Nursing Staff, ANMs and Health Visitors working in Insurance Medical Service Department (on par with similar categories working in the HM&FW Dept) and Radiographers working under the Health, Medical and Family Welfare Secretariat Department (since they are exposed to radiation and deserve nutritional supplement). We are also recommending a higher amount of Ration Allowance to the existing categories as given in the following table:**

Ration Allowance

Sl. No.	Department and Category	Existing Amount ₹.	Recommended Amount ₹.
1	HEALTH & FAMILY WELFARE DEPARTMENT		
	(i) A.N.M./ MPHA (F)	250/-	325/-
	(ii) Health Visitor	250/-	325/-
	(iii) Public Health Nurse	335/-	435/-
2	MEDICAL EDUCATION DEPARTMENT		
	(i) Staff Nurse	335/-	435/-
	(ii) Nursing Supdt. Gr.I	335/-	435/-
	(iii) Nursing Supdt. Gr.II	335/-	435/-
	(iv) Head Nurse	335/-	435/-
3	AYUSH DEPARTMENT (FORMERLY INDIAN MEDICINE & HOMEOPATHY)		
	(i) Head Nurse	335/-	435/-
	(ii) Staff Nurse	335/-	435/-
	(iii) Senior Sister	335/-	435/-
	(iv) A.N.Ms.	250/-	325/-
4	INSURANCE MEDICAL SERVICES DEPARTMENT		
	i) A.N.Ms.	250/-	325/-
5.	GREY HOUNDS WING OF POLICE DEPARTMENT		
	(i) Group Commander	600/-	800/-
	(ii) Squadron Commander	600/-	800/-
	(iii) Assault Commander/ Deputy Supdt. of Police (Communications)	600/-	800/-
	(iv) Deputy Assault Commanders/ Inspector (Communications)	600/-	800/-
	(v) Asst. Assault Commander/ Sub-Inspector & Asst. Sub-Inspector (Communications)	600/-	800/-
	(vi) Sr. Commandos/ Head Constable (Communications)/ Head Constable (Dog Squad)	600/-	800/-
	(vii) Junior Commandos/ Police Constable Communications/ FE Dog Boys/ Police Constable (Dog Squad)	600/-	800/-
6.	SPECIAL INTELLIGENCE BRANCH PERSONNEL OF POLICE DEPARTMENT	600/-	800/-

New Categories recommended for Ration Allowance			
INSURANCE MEDICAL SERVICE			
1.	i) Staff Nurse		435/-
	ii) Health Visitor		435/-
	iii) Head Nurse		435/-
	iv) Nursing Suptd Gr.I/Gr.II		435/-
HEALTH, MEDICAL AND FAMILY WELFARE SECRETARIAT DEPARTMENT*			
1.	i) Chief Radiographer		435/-
	ii) Radiographer		325/-
	iii) Dark Room Assistant		325/-

* These three categories working in all the HoDs under the HM&FW Secretariat Department should be made eligible

A.7. Office Allowance and Maintenance Allowance:

07.103. These allowances are sanctioned to Assistant Public Prosecutor Grade-I and Grade-II and Legal officers of Anti-Corruption Bureau. The present rates were specified in G.O. Ms. No.170, Finance Dept. dt.11.12.2015. The Public Prosecutors' Association has requested for four-fold enhancement of the amounts while the Fire Services Dept. Employees' Association has requested for fresh grant of this allowance for maintenance of fire station and offices. The Commission recommends enhancement of the existing allowance at rates given in the following table. In respect of Fire Service Department however, the Commission is of the view that grant of separate Maintenance Allowance is not called for since these expenses of Fire Stations/ Fire Offices are supposed to be met from out of the regular budgetary provisions.

Sl. No.	Category	Office Allowance (₹. per month)		Maintenance Allowance (₹. per month)	
		Existing	Recommended	Existing	Recommended
1.	Public Prosecutor/ Joint Director	500	650	350	450
2.	Addl. Public Prosecutor Gr. I	450	600	350	450
3.	Addl. Public Prosecutor Gr. II	375	500	350	450
4.	Senior Asst. Public Prosecutor	300	400	350	450
5.	Assistant Public Prosecutor	225	300	350	450
6.	Legal Officers of A.C.B.	225	300	350	450

A.8. Machine Allowance:

07.104. This allowance is given to Copyists, working in the Judicial Department, to whom Typewriters/Computers/Photo Copying Machines have not been supplied by the Government for their official work. But payment of this allowance ceases from the month subsequent to the month in which the above contrivance is provided by the Government. The existing rate is ₹.150/- p.m. as per G.O.Ms.No.154, Fin (HR VI-TFR-A&L-TA) Dept., dt. 11- 12-2015.

07.105. This Commission recommends to continue this allowance at the revised rate of ₹.200/- per month subject to the condition that, as and when access to a Government supplied Computer/ Photo Copier (type writers having gone out of date) is made available, the said allowance shall be withdrawn from the succeeding month.

B. Allowances to compensate for risky or arduous working environment

B.1(a) Special Compensatory Allowance:

07.106. In the year 1971 the State Government issued orders rechristening the then Special Pay admissible in unhealthy localities as “Bad Climate Allowance” and treated it as a Special Compensatory Allowance. After that orders were issued by different departments of Government sanctioning similar allowances.

07.107. With a view to have a comprehensive approach on payment of Special Compensatory Allowance the Government constituted a High Power Committee chaired by Sri K.V. Natarajan, IAS in the year 1990. This Committee recommended payment of Special Compensatory Allowance to the employees working in Scheduled agency areas. The Government accordingly issued orders in G.O.Ms. No.298, Fin. & Plg. (F.W.T.A) Dept., dt.28-12-1991 and G.O.Ms.No.9, Fin. & Plg. (F.W.T.A.) Dept. dt.17-01-1992 for the payment of Special Compensatory Allowance at slab rates linked to the revised basic pay received by an employee as per RPS- 1986. In G.O.Ms.No.228, Fin. & Plg. (FW-TA) Dept. dt.29-05-1993 and G.O.Ms.No.153, Fin. & Plg. (FW-TA) Dept. dt.10-09-1999 orders were issued continuing the said allowance. Thereafter the issue was not examined by any of the PRCs from 1993 to 2005.

07.108. Government, in G.O.Rt.No.1648, G.A.(Spl.A) Dept., dt.24-03-2006, referred the issue of review of the Special Compensatory Allowance to the One Man Commission-2006. Based on its recommendations Government issued orders in G.O.Ms.No.6, Fin. (TA) Dept. dt.12-01-2007 sanctioning the Special Compensatory Allowance at slab rates on the basic pay in RPS- 2005.

07.109. The lists of Villages/ Hamlets in Scheduled areas located in Non-Mandals, Mandal Head Quarters and Hills / Hill tops were detailed in Annexure I, II and III respectively of the said G.O.. Subsequently, in compliance with the orders issued by Hon'ble APAT and Hon'ble High Court of Andhra Pradesh in various O.A.s/ W.P.s, Government issued separate orders extending the Special Compensatory Allowance to the applicants/petitioners claiming to be working in agency areas. Thereafter the PRC 2010 recommended an increase in the rates of Special Compensatory Allowance. The rates were further enhanced in the recommendations of the 10th PRC. The Government however approved different slab rates as per the orders issued in G.O.Ms. No.176, Finance (HR.VI-TFR-A&L-TA) dept. dated 15-12-2015 and they are as follows:

Basic Pay range in RPS- 2015	Rates of Special Compensatory Allowance in		
	Mandal Head Qrs.	Non-Mandals	Hills/ Hilltops
1	2	3	4
Up to ₹.20050/-	₹.500/-	₹.485/-	₹.710/-
₹.20051/- and above up to ₹.26600/-	₹.600/-	₹.600/-	₹.825/-
₹. 26601/- and above up to ₹. 34210/-	₹.725/-	₹.710/-	₹.935/-
₹.34211/- and above up to ₹.41380 /-	₹.875/-	₹.860-	₹.1050/-
₹.41381/- and above up to ₹. 55410/-	₹.950/-	₹.935/-	₹.1125/-
₹.55411/- and above	₹.975/-	₹.1110/-	₹.1275/-

07.110. Requests have been made to this Commission to recommend Special Compensatory Allowance at enhanced rates.

07.111. The Commission is of the view that it is desirable to allow a higher level of compensation to employees who work at the sub-Mandal level compared to those working in Mandal Head Quarters since the quality of physical and social infrastructure as well as transport and communication facilities available etc. would ordinarily expected to be of comparatively lesser standards even though climatic hardships are likely to be similar in nature. Employees positioned at hilltops would obviously deserve to be compensated at a still higher level since the facilities available there to cope up with adverse living conditions would be far less. It is felt that adequate financial incentives should be granted to the employees serving in the remote Agency areas considering the degree of

hardships encountered by them and their family members. The Commission therefore recommends suitable enhancement in this allowance, as shown below, for the employees working at Mandal Head Quarters and further proposes 15% additional compensation for employees working at the sub-Mandal level compared to those at the Mandal level and similarly 30% additionality to the employees working on hilltops. Accordingly the Commission recommends the following increased rates of Special Compensatory Allowance.

07.112. Increased rates of Special Compensatory Allowance recommended are as under :

Basic Pay range in RPS- 2019	Rates of Special Compensatory Allowance in		
	Mandal Head Qrs.	Sub-Mandal Head Qrs.	Hills/ Hilltops
1	2	3	4
Up to ₹.31750/-	₹.700/-	₹.800/-	₹.900/-
₹.31751 and above up to ₹.42140	₹.850/-	₹.975/-	₹.1100/-
₹.42141 and above up to ₹.54060	₹.1000/-	₹.1150/-	₹.1300/-
₹.54061- and above up to ₹.65360	₹.1225/-	₹.1400/-	₹.1600/-
₹.65361 and above up to ₹.87480	₹.1330/-	₹.1525/-	₹.1700/-
₹.87481 and above	Rs1375/-	₹.1600/-	₹.1800/-

07.113. The Commission suggests that the names of Villages / Hamlets outside the Mandal Head Qrs and on hilltops located in Agency areas and covered by G.O.Ms.No.295, Fin (TA) Dept., dt.4-10-2008 and G.O.Ms.No.163, Fin. (TA) Dept., dated 4-6-2009 may be reviewed in consultation with the concerned Project Officers of ITDAs/ Collectors and additions/ deletions/ corrections, if any, notified so as to avoid any disputes in payment of this allowance.

(b) Tribal Area Allowance:

Doctors belonging to Medical & Health Services

07.114. Doctors working in Tribal areas had represented for the sanction of an allowance to meet the extra costs associated with living in those areas. A Task Force Committee constituted by the Government examined the matter. Based on its report

orders were issued in G.O. Ms. No. 411, HM & FW (A2) Dept., dt: 5-11-2001 fixing the rates of Tribal allowance. @ ₹.2000/- p.m. for the male Doctors and ₹.2500/- p.m. for the Lady Doctors working in Tribal areas including Doctors working on Contract basis. Subsequently the different PRCs have recommended for increase in the quantum of this allowance, the last (10th) PRC having recommended for an increase of this allowance to ₹.3000/ p.m. for the male doctors and ₹.3500/- p.m. for the female doctors. However no Government orders were issued.

07.115. The A.P. Government Doctors Association requested to enhance this amount substantially. Keeping in mind the increased cost of living, the Commission recommends that the Tribal Allowance may be allowed at the enhanced rate of ₹.3500/- p.m. to male doctors and ₹.4000/- p.m. to the female doctors posted in Tribal areas.

07.116. The Commission also recommends that the Rural Allowance sanctioned in G.O. Ms. No. 411, HM & FW (A2) Dept., dt: 5-11-2001 and Special Compensatory Allowance admissible to the employees working in Agency areas/ Hill Stations as per the orders issued in G.O.Ms.No.6, Finance (TA) Dept., dt.12/1/2007 will not be admissible to such of the Doctors to whom Tribal Allowance is paid, to prevent grant of multiplicity of allowances of similar nature.

(c) Rural Allowance

Doctors belonging to Medical & Health Services:

07.117. This Allowance was sanctioned by the Government in G.O.Ms,No.411, dt:5-11-2001 as an incentive to encourage the Doctors to work in rural areas. The 10th PRC had recommended an increase in this allowance to ₹.2000/- p.m. for the male doctors and ₹.2500/- p.m. to the lady doctors. This Commission could not find any Government order on this recommendation.

07.118. Requests have been received by this Commission for fresh inclusion of new categories of employees such as Nursing Staff, Multi-Purpose Health Staff, Lab Technicians, Pharmacists, Public Prosecutors, Veterinary Doctors etc. The Commission understands that this Allowance was granted to the medical doctors as a special incentive to persuade them to work in Public Hospitals/ Health Care Units/ Dispensaries located in the rural areas in the background of acute shortage of medical doctors willing to work in such areas given the lucrative opportunities available to them for medical practice in the urban centres. Hence the Commission does not find any justification in enlarging the scope of this allowance to other categories.

07.119. In view of the escalation in prices the Commission recommends to increase the rate of this allowance to ₹.2500/- p.m. in respect of the male doctors and ₹.3000/- p.m. for the lady Doctors working in PHCs and CHCs located in non-tribal rural areas. The Commission again reiterates that if the P.H.Cs / C.H.Cs are located in Tribal Areas, then only Tribal Allowance would be admissible but not Rural Allowance or Special Compensatory Allowance separately.

B.2. Risk Allowance:

07.120. Risk Allowance is sanctioned by the Government to certain categories of employees belonging to Medical and Health, Animal Husbandry, Police, Fire Services, Forest, Ground Water, Ayush, Drug Control, Mines and Geology, Irrigation, and Printing and Stationery Departments and A.P. Text Book Press where they are exposed to occupational risks because of the nature of the jobs that they have to perform.

07.121. With a view to review the Risk Allowance now admissible, the Heads of Departments were requested to furnish the list of new categories of employees, if any, to be covered by Risk Allowance and also to furnish the nature of duties of such posts involving risk.

07.122. The Commission has received a general request for doubling the quantum of Risk Allowance. Specific requests have also been received from several categories. Some of them are Agricultural Extension Officers, employees of Sericulture Department, Health Assistants, Pharmacists, Para Medical Staff, Nursing Superintendent, Laskars of Irrigation Department, Veterinary Livestock Officer etc. Several functionaries, who move/ work in the field, have also requested for this allowance on the plea that they are exposed to the risk of snake bites.

07.123. The Commission is of the view that certain degree of usual professional risk is associated with many jobs in the Government, especially those involving touring at the field level. The intention behind the grant of Risk Allowance is to provide some additional compensation as an incentive to only such of the categories of employees who are exposed to unusual risks which are much higher than that of the average Government employee. The risk perception has to be judged discretely by keeping the job profile of the category concerned and the environment in which (s)he operates in view.

07.124. The Commission, after taking into account the views of the Heads of Departments and the nature of duties being performed by the employees who have requested for risk allowance, has compiled a revised list of categories of posts in various departments that should be eligible for sanction of risk allowance. The said list is appended. The revised rates of risk allowance are also mentioned against each category.

ANNEXURE

Sl. No.	Category	Risk Allowance (₹. per month)		Remarks
		Existing	Recommended	
ANIMAL HUSBANDRY DEPARTMENT (Employees posted in all categories of Hospitals, Poly Clinics, Dispensaries, Rural Livestock Units, Frozen Semen Bull Stations, Centralized Semen Collection Centres, Biological Research Institute and Animal Disease Diagnostic Laboratory)				
1.	Joint Director	-	500/-	
2	Dy. Director	350/-	450/-	
3	Asst. Director	350/-	450/-	
4	Veterinary Asst. Surgeon	300/-	400/-	
5	Veterinary Livestock Officer	-	200/-	
6	Junior Veterinary Officer	150/-	200/-	
7	Livestock Assistant	125/-	160/-	
8	Veterinary Assistant	125/-	160/-	
9	Radiographer	175/-	225/-	
10	Attender	100/-	130/-	
FIRE SERVICES AND DISASTER RESPONSE DEPARTMENT				
1	Station Fire Officer	150/-	200/-	
2	Leading Firemen	100/-	130/-.	
3	Driver Operator	100/-	130/-	
4	Fireman	100/-	130/-	All categories
FOREST DEPARTMENT				
1	Forest Range Officer		225/-	
2	Deputy Forest Range Officer		200/-	
3	Forest Section Officer		175/-	
4	Forest Beat Officer		150/-	
5	Assistant Beat Officer		130/-	
6	Animal Keeper in Zoo	100/-	130/-	

GROUND WATER DEPARTMENT				
1	Driller	300/-	400/- p.m.	This allowance will also be admissible to those who actually work on rigs in Mines & Geology and other Engineering Departments
2	Asst. Driller	175/-	225/- p.m.	
3	Helper	125/-	160/- p.m.	
HEALTH & FAMILY WELFARE DEPARTMENT				
1	Occupational Therapist	100/-	130/-	
2	Theatre Assistant	100/-.	130/-	
3	Technical Assistant (T.B.)	100/-	130/-	
4	Scavenger	100/-	130/-	
5	Lab Technician (Gr-II)	100/-	130/-	
6	Lab Attendant	90/-	120/-	
7	Head Nurse/ P.H. Nurse	125/-	160/-	
8	Staff Nurse	150/-	200/-	
9	Radiographer	175/-	225/-	
10	Dark Room Assistant	150/-	200/-.	
11	X-Ray Attendant	100/-	130/-	
MEDICAL EDUCATION DEPARTMENT				
1	Staff Nurse	150/-	200/-	
2	Nursing Tutor Grade-I	125/-	160/- .	
3	Head Nurse/ P.H. Nurse	125/-	160/-	
4	Chief Radiographer	150/-.	200/-	
5	Radiographer	175/-	225/-	
6	Dark Room Assistant	150/-	200/-	
7	X-Ray/ Dark Room Attendant	100/-	130/-	

8	Mould Technician	100/-	130/-	
9	Physicist	175/-	225/-	
10	Lecturer in Radiological Physics	175/-	225/-	
11	Lecturer in Nuclear Medicine Technique and Radiation Safety Officer	175/-	225/-	
12	Lab Technician Gr-I	100/-	130/-	
13	Lab Technician Gr-II	100/-	130/-	
14	Lab Attendant	90/-	120/-	
INSURANCE MEDICAL SERVICES DEPARTMENT				
1	Chief Radiographer	150/-	200/-	
2	Staff Nurse	150/-	200/-	
3	X-Ray Technician	150/-	200/-	
4	X-Ray Attendant, Dark Room Attendant , X-Ray Assistant	100/-	130/-	
5	Radiographer	175/-	225/-	
6	Dark Room Assistant	150/-	200/-	
7	Lab Technician Gr-I	100/-	130/-	
8	Lab Technician Gr-II	100/-	130/-	
9	Lab Attendant	90/-	120/-	
AYUSH DEPARTMENT				
1	X-Ray Attender	90/-	120/-	Brought on par with same category in Medical & Health Dept.
2	Dark Room Assistant	150/-	200/-	
3	Radiographer	175/-	225/-	
4	Lab Technician Gr-I	100/-	130/-	
5	Lab Technician Gr-II	100/-	130/-	

6	Lab Attendant	90/-	120/-	
7	Staff Nurse	150/-	200/-	
INSTITUTE OF PREVENTIVE MEDICINE				
1	Lab Technician Gr-I	100/-	130/-	
2	Lab Technician Gr-II	100/-	130/-	
3	Lab Attendant	90/-	120/-	
DRUG CONTROL ADMINISTRATION DEPARTMENT				
1	Lab Technician Gr-I	100/-	130/-	
2	Lab Technician Gr-II	100/-	130/-	
3	Lab Attendant	90/-	120/-	
POLICE DEPARTMENT				
1	Sub-inspector	250/-	325/-	
2	Reserve Sub-Inspector	250/-	325/-	
3	Asst. Sub-inspector	175/-	225/-	
4	Asst. Reserve Sub-Inspector	175/-	225/-	
5	Head Constable	175/-	225/-	
6	Police Constable	175/-	225/-	
7	Head Constable (Driver)	175/-	225/-	
8	Police Constable (Driver)	175/-	225/-	
9	Asst. Assault Commando	250/-	350/-	
10	Senior Commando	175/-	250/-	
PRINTING, STATIONERY AND STORES PURCHASE DEPARTMENT				
1	Plate Printer Gr-I	90/-	120/-	
2	Plate Printer Gr-II	90/-	120/-	
3	Offset Cameraman	90/-	120/-	
TEXT BOOK PRESS				
1	Etcher	90/-	120/-	
2	Process Cameraman	90/-	120/-	
3	Process Operator (BMS)	90/-	120/-	

4	Asst. cameraman	90/-	120/-	
5	Process Cameraman (BMS)	90/-	120/-	
6	Stereo Process Hydro Machine Operator	90/-	120/-	
7	Helio Printer	90/-	120/-	
8	Plate Printer	90/-	120/-	
9	Camera Assistant (BMS)	90/-	120/-	
10	Chief Cameraman	90/-	120/-	
IRRIGATION AND COMMAND AREA DEVELOPMENT DEPARTMENT				
1	Workmen working in the Dam Galleries of the Srisaillam, Nagarjuna Sagar and Polavaram Project	6% of Basic Pay with a ceiling of ₹.750/- p.m.	6% of Basic Pay with a ceiling of ₹.1000/- p.m.	G.O.Ms. No.114, I&CAD (Services-V) Dept. dt. 25.08.2012

B.3. Night Duty Allowance:

07.125. This allowance is sanctioned for certain categories of employees in Medical and Printing & Stationery Departments, who are required to work in the night shifts, to meet the cost of snacks, tea / coffee etc. The existing rate is ₹.35/- per night as per the orders issued in G.O.Ms.No.158, Fin. (VI TFRA<A) Dept. dt.11-12-2015 based on the recommendations of the 10th P.R.C. Some of the Associations belonging to Prisons Department, Sericulture Department, Lab Technicians/ Nursing Orderlies/ Theatre Assistant etc of Medical & Health Department, Maintenance/ Project staff of Engineering Departments and Last Grade employees of Judicial Departments have requested for Night Duty Allowance. Existing categories have requested for enhancement.

07.126. It is recommended to increase the rate of Night Duty Allowance to ₹.50/- per night. A revised and comprehensive list of posts for which this allowance is admissible is appended. The claim for this allowance shall be supported by a certificate of the Drawing officer to the effect that the individual actually attended to night duties on the dates for which the claim is made.

Night Duty Allowance

Sl. No.	Category of post
1.	HEALTH & FAMILY WELFARE DEPARTMENT
	(i) A.N.Ms/ Maternity Assistants (M.P.H.S.(F))
	(ii) Staff Nurse/ M.P.H.A.(F)/ P.H. Nurse
	(iii) Head Nurse
	(iv) Pharmacist Grade II
	(v) Radiographer / Dark Room Assistant
2.	MEDICAL EDUCATION DEPARTMENT
	(i) Nursing Superintendent Gr.I/ Gr.II
	(ii) M.P.H.As (F)/ A.N.Ms.
	iii) P.H. Nurse
	(iv) Staff Nurse
	(v) Head Nurse
	(vi) Chief Radiographer
	(vii) Pharmacist Grade II
	(viii) Radiographer/Dark Room Assistant
3.	INSURANCE MEDICAL SERVICES DEPARTMENT
	(i) Staff Nurse
	(ii) Head Nurse
	(iii) Pharmacist Grade II
	(iv) Radiographer/Dark Room Assistant
4.	AYUSH DEPARTMENT
	i) Staff Nurse
	ii) A.N.M
	iii) Nursing Orderly (FNO/MNO)
	iv) Pharmacist/Compounder
	(v) Radiographer/Dark Room Assistant
5.	PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT
	i) Plate Printer Grade I
	ii) Plate Printer Grade II
	iii) Offset Cameraman

6.	TEXT BOOK PRESS
	i) Etcher
	ii) Process Cameraman
	iii) Process Operator (BMS)
	iv) Assistant Cameraman
	v) Process Cameraman (BMS)
	vi) Stereo Process Hydro Machine Operator
	vii) Helio Printer
	viii) Plate printer
	ix) Camera Assistant (BMS)
	x) Chief Cameraman
7.	MUNICIPAL CORPN., VISAKHAPATNAM
	(i) Watchman/ Electrical Inspector/ Pump House Driver

07.127. The Commission recommends that this allowance should be extended to the categories of Head Nurse of Ayush Department and Nursing Orderlies (Male/Female) of Medical Education, Health and Family Welfare and IMS Departments.

B.4(a) Special Allowance to Grey Hounds staff, Special Intelligence Branch Personnel, Counter Intelligence Cell staff and Anti Naxalite Squad of Police Department.

07.128 (i) In G.O.Ms.No.195, Fin. Plg. (FW-TA) Department, dt.24-11-99 orders were issued sanctioning Special Allowance to the following categories of posts belonging to Grey Hounds unit of Police Department. Based on the recommendations of subsequent PRCs the allowance was ordered to be continued, the last such order to continue the allowance being issued in G.O.Ms.No.155, Fin (HR,VI-TFR) Department, dt.:11-12-2015 (RPS 2015). The rates in vogue are as follows:

Sl. No.	Category of Post	Rate of Special Allowance
1.	Group Commander	50% of (Pay + DA) per month
2.	Squadron Commander	
3.	Assault Commander/ Deputy Superintendent of Police (Communication)	50% of (Pay + DA)

4.	Deputy Assault Commander/Inspector (Communication)	and 10% of pay per month
5.	Asst. Assault Commander / Sub-Inspector & Asst. Sub-Inspector (Communications)	
6.	Senior Commando/ Head Constable (Communications)/ Head Constable (Dog Squad)	
7.	Jr. Commandos /Police Constable (Communications)/ FE Dog Boys/ Police Constable (Dog Squad)	

The Commission recommends to continue the Special Allowance at the above rates to the Grey Hounds Staff referred to above in the proposed revised scales.

The 9th and 10th PRCs recommended extension of this Allowance to the Medical Officer and his staff and other employees who actually accompany the Assault teams @ 15% of (Basic Pay + D.A.) thereon. While the recommendations of the 9th PRC in this regard was accepted by the Government and implemented through G.O.Ms. No.127, Finance Dept. dated 16-04-2010, in respect of the 10th PRC this category did not find mention in the relevant Government Order (G.O.Ms.No.155, Fin (HR,VI-TFR) Department, dt.:11-12-2015). This Commission recommends that in view of the hardship encountered by these accompanying personnel, the provision with regard to grant of Special Allowance to the Medical Officer and his staff and other employees, who actually accompany the Assault teams, should be restored @ 15% of (Basic Pay + D.A).

- (ii) In G.O.Ms.No.290, Home (Courts-C) Department, dt.08-09-2000 orders were issued extending the Special Allowance, as admissible to the Staff of Grey Hounds, to the Special Intelligence Branch Personnel of the Intelligence Department at the same rates.

This allowance is being continued at present. The Commission recommends to further continue the Special Allowance to the Special Intelligence Branch Personnel of equivalent ranks, at the same rates as those applicable to the Grey Hounds staff, in the proposed revised scales also.

- (iii) In G.O.Ms.No.53, Home (Pol. Bud) Department, dt.26-03-2007, orders were issued sanctioning Special Allowance @ 50% of basic pay to the

following categories of posts of Counter Intelligence Cell of Intelligence Department w.e.f.1-4-2007. Based on the recommendations of subsequent PRCs this allowance is being continued at present.

Categories of Posts

- I.G. of Police
- D.I.G. of Police
- Superintendent of Police
- Additional Superintendent of Police
- Deputy Superintendent of Police
- Inspector of Police
- Sub-Inspector of Police
- Head Constables
- Police Constables / (Drivers)

The Commission recommends to continue the same in the proposed revised scales also.

- (iv) In G.O.Ms.No.264, Finance Department dt.15-10-2005 Government have sanctioned Special Allowance to the Police personnel working in the Special Task Force, Anti Naxalite Squad (Civil, Armed Reserve and APSP) as follows:

Sl. No.	Department & Category	Existing Amount (As per G.O.Ms.No.264, Fin (TA) Dept., Dt.15-10-2005	Revised Amount
I.	Inspectors	15% of Basic Pay	15% of Basic Pay
II.	Sub-Inspectors		
III.	Head-Constable		
IV.	Police Constable		
V.	Armed Reserve Sub-Inspector	15% of Basic Pay (for the actual period they are deployed for combing operations in Naxalite affected areas	15% of Basic Pay (for the actual period they are deployed for combing operations in Naxalite affected areas
vi.	Cook		

The Commission recommends continuance of this allowance at the existing rates and with the same stipulations as above

(b) Special Allowance to certain staff of Sub-ordinate Courts

07.129. The Honourable Supreme Court of India had, in its order, directed the First National Judicial Pay Commission headed by Honourable Justice K.Jagannath Shetty, to examine and recommend ways and means to improve the service conditions of the employees of Subordinate Courts. The Commission made specific recommendations in respect of each State including the State of Andhra Pradesh. Based on these recommendations, the Government, in G.O.Ms.No.50, Law (LA & J – Home Courts–D) Department, dt.23-04-2009, issued orders sanctioning Special Allowance @₹.100/- p.m. to the Staff working in Record Rooms / Property Rooms of Subordinate Courts. No orders on this aspect was issued by the Government on the recommendations of the 10th PRC.

07.130. This Commission recommends to continue the allowance at the increased rate of ₹.150/- p.m. in the proposed revised scales also.

B.5. Leprosy Allowance:

07.131. This allowance is sanctioned to certain categories of posts under the Department of Health who are involved in the implementation of NLEP. One of the main objectives of the Programme was to achieve complete eradication of Leprosy by the end of 2003. The Government undertook a review of the implementation of the Programme in the year 2004 and decided to integrate the NLEP staff in the General Health Care System. Accordingly orders were issued in G.O.Ms.No. 20 HM&FW dept dt.20-01-2004 redeploying the staff. In view of this and the sharp decline in the incidence of Leprosy, the Commission recommends that Leprosy Allowance should be continued only in respect of such of the staff who are still deployed inter alia in the Leprosy Control Programme.

07.132. The existing rates as per G.O.Ms.No.165, Fin Dept., dt.11-12-2015 and the rates recommended by this Commission are as follows:

Sl. No.	Category	Existing Rate (₹. per month)	Recommended Rate (₹. per month)
1.	Medical Officer	700	750
2.	Physiotherapist	350	400
3.	Non Medical Supervisor	300	325
4.	Deputy Health Education Officer/Deputy Paramedical Officer	300	325
5.	Non Medical Assistant	150	175

6.	Health Educator	150	175
7.	Dresser/Sweeper/Nursing Orderly (ward boy)	125	150
8.	Para Medical Officers	300	325
9	Health Education Officer (Leprosy)	300	325

B.6. Slaughter House Allowance:

07.133. This allowance is given to Veterinary Assistant Surgeons for attending to ante mortem /post mortem duties at Slaughter Houses. The existing rates and the rates recommended are as follows:

Place of Work	Existing Rate (₹.)	Recommended Rate (₹.)
Municipal Areas	625/- p.m.	800/- p.m.
Gram Panchayat Areas	425/- p.m.	550/- p.m.

C. Other Compensatory Allowances

C.1. Emergency Health Care Allowance to Doctors

07.134. Based on the recommendations of the 9th PRC the State Government, in G.O.Ms.No.387, HM&FW (A-2) Department, dated:27/10/2008 issued orders sanctioning Emergency Health Care Allowance at ₹.3000/- p.m. to all the non-teaching Doctors belonging to A.P. M&H Services. Later the Government, vide G.O.Ms.No.107, L.E.T. & F(IMS) Dept., dt. 24/11/2009, extended the same allowance @ ₹.3000/- p.m. to the IMS Department on par with the non-teaching Doctors belonging to Medical & Health Services. The 10th PRC recommended for continuance of this allowance @ ₹.4,000/- p.m. This Commission however understands that no orders of the Government were issued on this recommendation.

07.135. The 9th and 10th PRCs also recommended sanction of this allowance to the Doctors of Ayush and Animal Husbandry Departments at a comparatively reduced rate. In respect of Ayush Doctors also no orders were issued by the Government on the recommendation of the 10th PRC. **The table below gives the existing and recommended rates of Emergency Health Care Allowance.**

Sl. No.	Category of Post	Emergency Health Care Allowance	
		Existing	Revised
1.	Non-teaching Doctors of M&H Department engaged in patient care	3000/- (9 th PRC)	4500/-

2	Non-teaching Doctors of IMS Department engaged in patient care	3000/- (9 th PRC)	4500/-
3.	Non-teaching Doctors of Ayush Department engaged in patient care	1000/- (9 th PRC)	2000/-
4.	Non-teaching Doctors of Animal Husbandry Department engaged in veterinary care	1500/- (10 th PRC)	2000/-

07.136. The para medical and para veterinary staff have also requested for sanction of Emergency Health Care Allowance to them. We however do not agree with the same.

C.2. Non Private Practice Allowance (NPPA):

- a) Doctors belonging to Medical & Health Department (Allopathic)**
- b) Doctors belonging to Insurance Medical Services Department**

07.137. Annexure XIV of the Manual of Special Pays and Allowances, as subsequently revised by the Government vide G.O.Ms.No.119, H.M. & F.W. Department dt.13-04-2006, specifies the categories of doctors who are prohibited from doing Private Practice. The holders of these posts are eligible for the payment of N.P.P.A. as a measure of compensation for the loss of private practice.

07.138. Subsequent to the issue of orders in G.O.Ms.No.387, H.M.&F.W.(A2) Department dated: 27/10/2008 sanctioning Emergency Health Care Allowance at ₹.3000 p.m. to the Non-Teaching Doctors belonging to A.P. Medical & Health Services in the State, the 9th PRCs recommended that there was no need to pay the Non Private Practice Allowance. It was however recommended by the 9th PRC that any of the categories of Doctors, to whom Emergency Health Care Allowance was not admissible but who were prohibited from indulging in private practice as per G.O.Ms.No.119, H.M.&F.W.(A2) Department dated:13/4/2006, would still be eligible for NPPA at the rates indicated by it. The same view was endorsed by the 10th PRC. Similarly, the Medical College Doctors covered by UGC pay scales were made ineligible for N.P.P.A. The Commission observes that the Government orders issued last regarding this allowance was basing on the recommendations of the 9th PRC.

07.139. The Associations of Employees have requested for enhancement of this allowance. The Commission recommends the revised rates of NPPA, as shown below, subject to fulfilment of the following eligibility criteria, to the Doctors in M&H and IMS Departments:

- (i) (S)he should not be in receipt of Emergency Health Care Allowance;**
- (ii) (S)he should have been prohibited from doing private practice;**
- (iii) (S)he should not be covered by UGC pay scales.**

Sl. No.	Category not allowed to do private practice	Existing ₹. (as per 9 th PRC)	Recommended ₹.
1.	Doctors in the category of Civil Assistant Surgeons	800/- p.m.	1200/- p.m.
2.	Doctors in the category of Deputy Civil Surgeons	1000/- p.m.	1500/- p.m.
3.	Doctors in the category of Civil Surgeons and above	1200/- p.m.	1800/- p.m.

07.140. The Veterinary Doctors Association have requested the Commission to recommend for payment of N.P.P.A. to them. The Commission however finds that these Doctors have not been prohibited from indulging in Private Practice. In view of this the Commission is not in a position to agree with this request of the Veterinary Doctors. A similar request was made by the Nurses Association also. The Commissioner is of the opinion that the scope of NPPA would not cover the Nurses

C.3 (a) Delhi Allowance to staff of A.P. Bhavan:

07.141. Delhi Allowance was originally allowed @ 25% of Basic Pay subject to a ceiling of ₹.375/-p.m. w.e.f. 1-8-91. As per the orders issued in G.O.Ms.No.674, G.A. (GH1) Dept. dt.27-09-93, this allowance is applicable to those employees who are recruited in A.P. Bhavan, Delhi in the State scales of pay and also to those employees enjoying Central Government pay scales but who opt to accept application of State scales of pay. But this allowance is not applicable to the staff who were deputed from the State Government to work at A.P. Bhavan, New Delhi since they are eligible for the payment of Special Compensatory Allowance for the period of deputation. The allowance was revised to 20% of Basic Pay with a ceiling limit of ₹.2000/-p.m. from 15-10-2005 as per the recommendation of the PRC 2005. The 9th Pay Revision Commission recommended to revise this allowance to 15% of Basic Pay subject to a maximum of ₹.2500/- p.m.. Subsequently the 10th PRC recommended to revise this allowance to 20% of basic pay subject to a maximum of ₹.4000/- p.m. The same was accepted by the Government.

07.142. The staff of A.P. Bhavan have requested this Commission to enhance Delhi Allowance to 30% of basic pay without any ceiling limit. **This Commission recommends that Delhi Allowance may be granted @ of 15% of Basic Pay in the revised scale of pay subject to a maximum limit of ₹.5.000/- per month.**

(b) Special Compensatory Allowance to staff of A.P. Bhavan:

07.143. This allowance is permissible only to such of the staff who were deputed from the State Government to work at A.P. Bhavan, New Delhi, but not to the staff who are eligible for Delhi Allowance specified in item 1 above. Special Compensatory Allowance was sanctioned to the staff deputed to the Andhra Pradesh Bhavan from the State Government @40% of Basic Pay in G.O.Ms.No.700, G.A (GH1) Department dated 10-10-77. It was revised to 25% in the year 1980. In the year 1993, this was continued @20% of Basic Pay subject to a maximum of ₹.1000/-. Though there was revision of scales in 1999 & 2005 neither the rate nor the maximum amount was changed. The 2010 Commission recommended to revise this allowance at 15% of Basic Pay subject to a maximum limit of ₹.2500/- p.m. In the 10th PRC a recommendation was made to continue this allowance @ 20% of basic pay subject to a maximum of ₹.4000/- per month. The same was approved by the Government in Govt. Memo No. 68022/4/PRO.B/2017 of G.A.(PRO.B) department dated 07-12-2017.

07.144. This Commission recommends continuance of this allowance @15% of the basic pay in the revised scale subject to a maximum of ₹.5,000/-p.m.

07.145. The other request is to extend the facility of L.T.C. every year to all the staff, where this facility is allowed to those who are on deputation. Government have already examined and declined this request in the case of employees who were recruited at Delhi. However, the employees deputed from the State Government to work at New Delhi are already allowed this facility once a year. Since the staff recruited at Delhi have made a conscious decision to apply for the job in Delhi there is no reason to extend this facility of yearly home town LTC for them. As such the commission is not inclined to recommend permission to avail L.T.C. once in a year to other than the staff working on deputation from State Government.

C.4. Construction Allowance:

07.146. In G.O.Ms.No.301, Fin & Plg. (FW-TA) Dept., Dt.28-12-1991 orders were issued for the payment of Construction Allowance on slab rates based on pay in R.P.S.1986 to the employees engaged in Construction activities in the Projects mentioned therein. In G.O.Ms.No.229, Fin & Plg. (FW-PC II) Dept., dt.29-5-1993 Government issued orders for the payment of the said allowance at the same rates duly changing the pay slabs in R.P.S.1993. Similarly in G.O.Ms.No.154, Fin & Plg (FW-TA) Dept., Dt.10-9-1999 Government issued orders for the payment of the said allowance at the same rates duly changing the pay slabs in R.P.S., 1999. Thereafter no orders were issued by Government continuing the payment of the said allowance after the introduction of R.P.S.2005.

07.147. On the representation of Project employees Government referred the matter to the One Man Committee 2006. The O.M.C.2006, in para 3.82 of its report, observed as follows:

“The Committee therefore is of the view that no construction allowance needs to be paid on any of the existing schemes. However in future when projects are sanctioned and are in construction mode and in areas where ordinary facilities are not available and the conditions already laid down by the Government are satisfied, viz., these should not be within 8 kms of a town and 2 kms of mandal, an allowance as indicated below can be considered.”

Sl. No.	Basic pay range in 2005 Scale of Pay	Rate of Construction Allowance p.m.
1.	Up to ₹.6040/-	₹.150/-
2.	₹.6041/- and above up to ₹.7770/-	₹.190/-
3.	₹.7771/- and above up to ₹.9775/-	₹.240/-
4.	₹.9776/- and above up to ₹.12070/-	₹.280/-
5.	₹.12071/- and above	₹.300/-

07.148. Government agreed with the views of O.M.C.2006 that the Construction Allowance need not be paid further in respect of the 12 Projects which have been completed and have become operational. Government viewed that any decision on construction allowance for future projects is premature at that stage.

07.149. The 2010 and 2015 Commissions endorsed the views of the OMC 2006 which examined the issue in detail. The OMC came to the conclusion that none of the existing projects qualify for project allowance.

07.150. **Certain Employees Associations have represented to the Commission for recommending payment of Construction Allowance. The Commission recommends that the Government may constitute a Committee of Officers to determine whether any on-going Project would qualify, as per the existing norms, for the payment of Construction Allowance to the staff involved in its execution. If found eligible, the allowance may be administered at the rates shown in the following Table:**

Sl. No.	Pay Grade(s) in the Revised Scale	Rate of Construction Allowance (₹. per month)
1.	Upto Grade 10	450
2.	Grades (11 to15)	600

3.	Grades (16 to 19)	700
4.	Grades (20 to 23)	850
5.	Grade-24 and above	900

D. Incentive Allowances

D.1. P.G. Degree and P,G, Diploma Allowance to Doctors

07.151. Government have issued orders sanctioning the P.G. Degree Allowance and P.G. Diploma Allowance @ ₹.1500/- p.m. and ₹.1000/- p.m. respectively to all the non-teaching doctors belonging to Medical & Health Services in the State. This allowance is paid for acquiring higher qualifications which are expected to improve the professional knowledge and capability of the concerned doctors. This allowance was also extended to the IMS Doctors on par with the non-teaching Doctors belonging to Medical & Health Services. The 10th PRC recommended for continuance of this allowance @ ₹.2,000/- p.m. and ₹.1,500/- p.m. respectively. We could not find any orders of the Government on this recommendation.

07.152. The 9th and 10th PRCs recommended sanction of this allowance to the Doctors of Ayush and Animal Husbandry Departments also at a comparatively reduced rate. Again in respect of Ayush Doctors no orders were issued by the Government on the recommendation of the 10th PRC.

07.153. The concerned Associations have requested to substantially enhance both these allowances in the proposed revision of scales.

07.154. The table below gives the existing and recommended rates of P.G. Degree/ Diploma allowances:

P.G. DEGREE/ DIPLOMA ALLOWANCE

Category of Post	P.G. Degree and P.G. Diploma Allowance			
	Existing		Revised	
	PG Degree	PG Diploma	PG Degree	PG Diploma
	₹. Per month			
1. Non-teaching Doctors of M&H Department engaged in patient care	1500/- (9 th PRC)	1000/- (9 th PRC)	2250/-	1500/-
2. Non-teaching Doctors of IMS Department engaged in patient care	1500/- (9 th PRC)	1000/- (9 th PRC)	2250/	1500/-

3. Non-teaching Doctors of Ayush Department engaged in patient care	750/- (9 th PRC)	-	1125/	-
4. Non-teaching Doctors of Animal Husbandry Department engaged in veterinary care	1000/- (10 th PRC)	750/- (10 th PRC)	1125/	1000/-

07.155. The Agriculture Officers have put in a request to grant this allowance to them. The Commission however is not in agreement with the same considering the comparative duration of the courses and the nature of job of the Agriculture Officers at the field level. The Commission also finds that a P.G. Degree is a basic requirement for direct recruitment at the level of Assistant Director of Agriculture.

D.2. Academic Allowance:

a) Doctors belonging to Medical & Health Services:

07.156. Orders were issued in G.O. Ms. No. 411, HM & FW (A2) Dept., dt: 5- 11-2001 sanctioning academic allowance to the Doctors belonging to Medical & Health Services. Ostensibly this allowance was sanctioned to enable the Doctors to buy books and journals to upgrade their professional knowledge and keep abreast of the latest developments in their respective fields. At present this allowance is paid only to the Non-teaching Doctors. **The existing rates (as per recommendations of 9th PRC) and revised rates now recommended by this Commission are given below:**

Sl. No.	Categories	Existing Rate p.m. (₹.) (9th PRC)	Recommended Rate p.m. (₹.)
1	CAS/ Assistant Professor/ Dental Asst. Surgeon	300	400
2	Deputy CS/ Assistant Professor/ Dental Dy. Surgeon	400	500
3	CS/Prof./CS (Dental)/ Prof. (Dental)	500	600
4	Spl.Gr.CS/Spl. Gr Prof./Spl. Gr. Prof. (Dental)	600	700
5	Regl.Dir./Addl.Dir./Prl. Dental college	700	800
6	Director of Health/D.M.E.	800	900

b) Veterinary Doctors belonging to Animal Husbandry Dept.:

07.157. The Veterinary Doctors of Animal Husbandry Department have requested to extend the Academic Allowance to them also. This Commission supports this request and recommends the following rates of Academic Allowance to the Veterinary Doctors:

Sl. No.	Categories	Recommended Rate p.m. (₹.)
1	Vety. Asst. Surgeon, Asst. Director	400
2	Deputy Director, Joint Director	500
3	Addl. Director, Director	700

07.158. Requests for grant of this allowance have also been received from the Junior College Lecturers/ Principals. The Commission is not very convinced about this request since these categories do not have to subscribe to costly technical journals/ literature unlike doctors who have to keep abreast of new methods of treatment and new research findings, which are necessary for their efficient professional functioning. Moreover the college faculty will have access to the Internet and Libraries (College and Public) for reference material.

D.3. Readers Allowance:

07.159. Blind Teachers and Lecturers are given this allowance to enable them to engage reading assistants to help them in preparation of lessons/study materials. The present rates of allowance (vide G.O.Ms. No.24 of Dept for Women, Children, Differently Abled and Senior Citizens dt.20-08-2018) are given below. Requests have been received for increasing the allowance to the level ranging from ₹.2500 to ₹6000 per month. **We recommended that this allowance may be enhanced as shown in the following table:**

Category	Existing Rate per month ₹.	Recommended Rate per month ₹.
Secondary Grade Teacher	600	800
School Assistants	750	1000
Junior Lecturers and above	900	1200

D.4. Library Allowance:

07.160. Library Allowance is sanctioned to the Public Prosecutors to purchase law books and journals and maintain a reference library to help them prepare for their case work. The allowance is thus meant for due discharge of their professional functions.

07.161. The Association of Public Prosecutors requested to sanction an amount of ₹.10,000/- per annum as Library Allowance to all the public prosecutors. **07.162.**

The 9th and 10th PRCs recommended for grant of ₹.1,000/- and Rs,2,500/- respectively towards this allowance. However the Commission did not find any Government orders on them.

07.163. Some Associations of Teachers have requested for fresh inclusion in the list of categories benefited by this allowance. The Commission does not find this request very convincing as the Teachers can access the public and institutional libraries as well as internet for reference purposes. Moreover, unlike the legal domain, where fresh case laws get reported on a regular basis, the core syllabi adopted in the schools do not change frequently.

07.164. Accordingly, this Commission recommends payment of Library Allowance @ ₹.2500/- per annum to the following categories of posts in the Department of prosecutions:

- i. Assistant Public Prosecutor
- ii. Senior Assistant Public Prosecutor
- iii. Additional Public Prosecutor Gr.II
- iv. Additional Public Prosecutor Gr.I
- v. Public Prosecutor / Joint Director

D.5. Incentive Allowance to Armoured Constables

07.165. Based on the recommendations of the Anomalies Committee 2003, Incentive Allowance was sanctioned in G.O.(P) No.511, Finance (TA) Dept. dated 11-06-2004 to the Armoured Head Constables and Armoured Police Constables of Police Department. **The existing and revised rates recommended by this Commission are given in the following Table:**

Category	Existing Rates (₹. Per month)	Recommended Rates (₹. Per month)
Armoured Police Head Constable	125	150
Armoured Police Constable	100	125

E. Allowances for handling special responsibilities

E.1. N.G.G.Os Clinic Allowance:

07.166. Currently Civil Assistant Surgeons/Deputy Civil Surgeons and Staff Nurses are being sanctioned this Allowance for attending to work at NGGO clinics. In view of the grant of several other types of allowances to the Medical staff, the Commission recommends abolition of this allowance.

E.2. Double Lock Key Allowance in Treasuries & Accounts Department:

07.167. This allowance is being sanctioned to the employees working against the following categories of posts in Treasuries & Accounts Department for holding the Double Lock Key of the strong rooms in Treasuries. **The rates of this allowance, existing and recommended, are as shown below:**

Sl. No.	Department & Category	Existing Amount (As per G.O.Ms.No.118, Fin (TA) Dept., Dt.07.04.2010 (₹.))	Recommended & Revised Amount ₹.
(I)	In Sub-Treasuries		
	i) Sub-Treasury Officer	325/- p.m.	400/- p.m.
	ii) Accountants (Double lock Officer in Sub-Treasuries)	250/- p.m.	300/- p.m.
(II)	In Treasuries in Revenue Divisions		
	i) Assistant Treasury Officer	350/- p.m.	425/- p.m.
	ii) Sub-Treasury Officer	325/- p.m.	400/- p.m.

E.3. Supervisory Allowance

07.168. This allowance is given to the categories of Daroga and Sanitary Maistry in urban Local Bodies who perform the duties of supervising sanitary work. The Commission recommends its enhancement from the existing level of ₹.150/- per month to ₹.200/- per month.

E.4. Sub-Jail Allowance

07.169. This allowance is paid to Civil Assistant Surgeons who perform duties of attending to Sub-jails. The existing rate is ₹.300/- p.m. as per G.O.Ms.No.168, Fin Dept. dt.11-12-2015. **This allowance is recommended to be increased to ₹.400/- p.m.**

E.5. Theatre Allowance:

07.170. This allowance is paid to the Staff Nurses and Head Nurses belonging to the Medical Education Dept., Family Welfare Department, Insurance Medical Services Department and Ayush Department who are given duties in the Operation Theatres. It was also extended to the Theatre Assistants belonging to the above mentioned Departments at the same rate if they attend to theatre work. The rates existing in terms of G.O. Ms. No.158, Finance Dept. dt.11-12-2015 is ₹.150/- per month. **The Commission recommends that the same may be enhanced to ₹.200/- per month**

E.6. Scout Allowance

07.171. A Scout Allowance of ₹.15/- p.m. was sanctioned to the Teachers working in Government Secondary Schools and Government Training Schools as per G.O.Ms.No.46, Fin & Plg (FW-TA) Dept. dt.6-2-1980. Based on the recommendation of the Anomalies Committee 2003, orders were issued in G.O.(P) No.511, Fin (TA) Dept., dt.11-6-2004 enhancing the rate from ₹.15/- p.m. to ₹. 50/- p.m. to the teachers in Government Secondary Schools and Government Training Schools, who were fully qualified as Scout Masters and A.C.C Officers provided they were actually running at least a patrol of 24 Scouts and Guides and the A.C.C. Officer was to raise a minimum number of 50 cadets as per G.O.Ms.No.46 Fin (TA) Dept., dt.6-2-1980. Subsequently, the 8th, 9th and 10th PRCs have recommended for enhancement of this allowance subject to the satisfaction of the conditions specified above. The allowance was last revised by the Government to ₹.100/- per month in G.O.Ms. No. 156, Finance (HR VI-TFR-A&L-TA) dated 11-12-2015. Most of the Teachers' Associations have requested this Commission for increase in this allowance to ₹.500-1000.

07.172. Keeping in view, the general increase in prices, the Commission recommends an increase in the rate of this allowance to ₹.130/- p.m. subject to the same conditions specified in G.O.Ms. No.46 Fin (TA) Dept., dt.06-02-1980.

E.7. Intensive Care Unit Allowance:

07.173. This allowance is paid to the Nursing Staff for handling the arduous and stressful nature of work in the Intensive Care Units. It is payable only for the period during which the categories of Nursing Staff, mentioned below, actually work in the

Intensive Care Units of the Hospitals under the control of Medical Education, Health and Family Welfare, Insurance Medical Services and AYUSH Departments. The 9th PRC recommended for grant of this allowance to the rates mentioned in the Table below. The 10th PRC suggested increase in this allowance but apparently no orders were issued by the Government.

07.174. The Commission recommends payment of Intensive Care Unit Allowance to the following categories at the enhanced rates noted against each:

Sl. No.	Category	Existing (₹.) (as per 9 th PRC)	Recommended Rate (₹.)
1.	Head Nurse	75/- p.m.	150/- p.m.
2.	Staff Nurse	50/- p.m.	100/- p.m.
3.	Nursing Orderly (M.N.O/ F.N.O)	25/- p.m.	50/- p.m.

E.8. Blood Bank Allowance

07.175. This allowance is given to Staff Nurses belonging to the Institute of Preventive Medicine, P.H. Labs, Food (Health) Administration Department and Staff Nurses working in the teaching and non-teaching hospitals where Blood Banks are functioning under the control of Medical Education, Health and Family Welfare, IMS and Ayush Departments. The existing rate is ₹.200/- p.m. as per G.O.Ms.No.163, Fin Dept. dated 11-12-2015.

07.176. The Lab Technicians of Blood banks have requested for extension of this allowance to them. The Commission is of the view that this demand is not justified keeping in view the nature of work performed by the Lab Technicians vis-à-vis the Staff Nurses.

07.177. This Commission recommends that the Blood Bank Allowance be enhanced to ₹.275/- p.m.

E.9 E.S.I. Allowance

07.178. As per G.O.Ms. No.162 Finance Department dated 11-12-2015, this allowance is at present admissible to the staff in various categories working on deputation in the Insurance Medical Service Department. It is ascertained from the Department that since there is no staff member on deputation in the IMS department, no one is at present entitled to this allowance. Hence this Commission recommends discontinuance of ESI allowance.

E.10. Clerical Allowance

07.179. This allowance is sanctioned to Pharmacists in the Medical Education Department on the ground they are required to attend to clerical duties in addition to their normal technical duties. The current rate is ₹.150/- p.m. as per G.O.Ms.No.158, Fin (HR VI-TFR-A&L-TA) Dept. dt. 11.12.2015. During discussions with the Pharmacist Employees Associations the Pharmacists have shown to us the sample of data that they have to maintain and update on a daily basis. **Accordingly, the Commission recommends the enhancement of this allowance to the Pharmacists from ₹.150/- per month to ₹.180/- per month.**

07.180. The Para Veterinary staff as well as the Junior College Principals requested for grant of this allowance. However the Commission is not convinced about the claim and does not therefore recommend it.

E.11. Special Gratuity Allowance to Drivers of A.P. Bhavan

07.181. Government have sanctioned payment of Special Gratuity Allowance @ ₹.16.50 per hour limited to 100 hours in a month to the Drivers working in the A.P. Bhavan for rendering extra hours of duties beyond the office hours and during public holidays vide. G.O. MemoNo.267/G.H.I/2002-9, GA(GH.I) dt.10.10.2002. This allowance has not been revised for the last 12 years. Responding to a representation from the Drivers of A.P. Bhavan, New Delhi the 10th PRC had felt that the present quantum of this allowance is not enough for purchasing refreshments to take care of the extra hours of work due to the continuous flow of VIPs from the State. The 10th PRC had recommended to enhance this allowance from ₹.16.50 per hour to ₹.30/- per hour subject to the ceiling of 100 hours in a month. No order of Government was placed before this Commission in this regard. **This Commission has not received any fresh requests in this respect but endorses the above mentioned recommendations of the 10th PRC i.e. a rate of ₹.30/- per hour subject to the ceiling of 100 hours in a month.**

F. Miscellaneous support measures

F.1. Reimbursement of Tuition Fees in respect of the Children of Class-IV employees and NGOs:

07.182. The employees associations have requested to enhance the amount of reimbursement of Tuition fees paid by the employees in respect of their children from the existing limit of ₹.1000/- per annum to ₹.2250/- per month for day scholars and ₹.6750/- per month for hostellers as applicable to the employees of Govt. of India.

07.183. In the Govt. Schools no tuition fee is collected from the students. In the case of girls no tuition fee is collected upto the graduation level in Govt. Colleges. In case the

employees send their children to private schools tuition fees has to be paid. As a staff welfare gesture Government have been reimbursing some portion of tuition fees to the N.G.Os from the year 1978 onwards. The scheme is restricted to two children per employee and up to the Intermediate level of education. Based on the recommendations of PRCs from time to time Government have been issuing orders enhancing the maximum amount of re-imbusement of tuition fees and also specifying the scale of pay of N.G.Os up to which this facility is extended.

07.184. The demand for parity with Central Government employees is not appropriate since the compensation structure and the frequency of its revision are different in their cases. It is observed that no enhancement was done to the quantum of tuition fee on the basis of the recommendations of the 10th PRC and the present level of reimbursement has been in operation since the academic year of 2010-11. We have already made a provision for children education in the calculation of the minimum wage. **Hence, keeping the increase in the rate of tuition fees in view the Commission recommends enhancement in the limit of its reimbursement to ₹.2500/- p.a. per child up to a limit of two children. This scheme of reimbursement of tuition fees should be allowed to all the Last Grade employees and Non-Gazetted officers and the claim should be made admissible in respect of children studying in all the classes from L.K.G. level up to and inclusive of Intermediate/12th Class. The other conditions regarding the submission of receipts, certificates etc. should continue.**

F.2. Funeral Expenses of deceased Government employees:

07.185. As a measure of welfare for its employees Government have been operating a scheme for grant of amount to the nearest relatives of deceased employees towards meeting their funeral expenses. In terms of the orders issued in G.O.Ms.No.1669, G.A. Dept. dt: 15- 9-1965, as amended finally vide G.O.Ms. No.91 dated 13-04-2016, at present an amount of ₹.15,000/- is being granted in each case.

07.186. The Employees' Associations have represented to enhance this amount substantially. Some have expressed that the amount should be linked to the Basic Pay of the concerned employee.

07.187. The Commission feels that linking the amount of funeral expenses to the basic pay would not be desirable as it would amount to the State introducing an element of class differentiation even in the matter of disposal of the mortal remains of a deceased employee. There is however justification in the request for enhancement of the amount and the Commission accordingly recommends to increase the grant for meeting funeral expenses to ₹.20,000/-.

Requests for new allowances:

07.188. The Commission, based on the request of the differently abled employees recommends the following new allowances:

- 1. Differently abled Women employees who deliver a child need additional assistance to manage their child-care responsibilities. Hence such employees may be given a Childcare Allowance of ₹.1500/- per month for a period of 12 months from the date of child birth. This allowance may be made payable for a maximum of two children.**
- 2. A Special Allowance, which may be called 'Scribe Allowance', may be given to the orthopaedically challenged employees, not having both the hands, to engage scribes for their assistance. This may be paid at the rate of ₹.1000/- per month.**

The Commission has received a large number of other requests for recommending new allowances such as Computer Allowance, Nursing Allowance to pregnant women employees, Chalk Piece Allowance, Midday meals maintenance in-charge Allowance, Scholarship in-charge Allowance, Family Planning incentive Allowance, Dust Allowance, Stationery Allowance, Gallery Allowance, Secretariat Allowance, Farm Allowance, e-Aushadhi Allowance, Pollution Allowance (for Traffic Police Constables) and many more. The Commission has taken a very objective approach while examining these demands for introduction of new types of allowances. We feel that most of these allowances do not qualify on the touchstone of either being required for meeting expenses incidental to employment or to compensate for working in a genuinely risky or arduous working environment or as a compensation for pecuniary loss incidental to employment, and therefore do not deserve favourable consideration. In respect of Pollution Allowance requested by the Traffic Police, it is observed that they are already in receipt of Risk Allowance. **Hence we do not recommend sanction of any of the above new allowances requested.**

CHAPTER-8

SPECIAL PAY

08.01. Special Pay is defined by FR 9(25) as an addition in the nature of pay, to the emoluments of a post or of a Government servant, granted in consideration of -

the specially arduous nature of the duties; or a specific addition to the work or responsibility

08.02. The principles which govern the grant of Special Pay are specified in the following clauses:

- Special pay should not be given merely for the purpose of improving the prospects of a service or for the purpose of serving as a substitute for or an addition to a selection grade pay.
- The posts in the ordinary time-scale of service will naturally vary in intensity and responsibility, but this is no ground ordinarily for granting special pays to the holders of the heavier charges. If owing to circumstances a junior officer has to hold one of the more responsible regular charges he is thereby given an opportunity of proving his fitness for higher posts.
- The placing of an officer on special duty does not necessarily mean that his work becomes specially arduous or so increased in quantity and responsibility to justify special pay.
- A comparison between the circumstances of one officer and another or of one service and another should not be accepted necessarily as an argument for the grant or for the enhancement of special pay.

08.03. According to the Manual of Special Pay and Allowances 'Special Pays' are not to be considered as part of 'Pay' for the purpose of calculation of Dearness Allowance, House Rent Allowance, City Compensatory Allowance or any other type of allowance. It is sanctioned by the Government to the various categories of employees working against the posts in various departments as detailed in Annexure-I. In addition to these employees, the Manual enlists the following categories of employees as eligible for Special Pay.:

- (i) Typists, Stenographers, Personal Assistants, Private Secretaries of Chief Secretaries/ Special Secretaries/Principal Secretaries/ Secretaries, Reporters of State Legislature, Police Intelligence, Court Masters etc.;
- (ii) Drivers of Government departments, Local Bodies, Work Charged Establishments;

- (iii) Road Roller Operators, Tractor Drivers;
- (iv) Attenders functioning in the post of Drivers;
- (v) Attenders, Jamedars and Record Assistants working in the peshies of Chief Minister, Chief Secretary, Principal Secretaries, Secretaries etc.;
- (vi) Section Officers of the State Secretariat.

08.04. Special Pay is an instrument for motivating certain categories of staff engaged in discharging arduous and stressful responsibilities which are of a degree much above those of an average employee. It acts as an incentive for the concerned staff. It is obvious that the assessment of the nature of any job and its entitlement for Special Pay has to be judged discretely and objectively.

08.05. Requests have been received from several sections of employees to increase the existing rates of special pay. Requests for fresh sanction of Special Pay have also been received from the following:

1. The Survey staff of Survey and Settlement Department for working with advanced instruments and from Chainmen for carrying those instruments;
2. State Audit Department staff for being required to get acquainted with plethora of statutes and auditing so many different type of institutions/ organisations at various locations;
3. Excise Department staff working in check posts and in mobile parties;
4. Ministerial staff of Police Department;
5. Training section employees of NCC;
6. Assistant Secretaries of State Secretariat

08.06. The Commission however did not find the types of responsibilities pointed out by the above mentioned categories of staff as unusually arduous i.e., beyond the normal call of duty, meriting fresh inclusion in the list of employees entitled to Special Pay.

08.07. In respect of the different categories of employees, who are already drawing Special Pay, we feel it expedient that their present job profiles need to be reviewed afresh on the touchstone of the two criteria specified under F.R. 9(25). Given the time frame and resources available to the PRC, we feel such a review is beyond our wherewithal. **We therefore recommend that a separate Committee of Senior Secretaries and H.R. expert(s) may be constituted by the Government to go into this issue, and after thorough examination of the job profile of each category of**

employees drawing Special Pay, recommend to the Government whether further continuance of Special Pay is desirable or not. Pending this exercise we have recommended increase in rates, wherever necessary, keeping in view the impact of inflation on the time value of money. We are not recommending addition of any new category to the list of employees eligible for grant of Special Pay.

08.08. We now proceed to list the categories of employees for whom we recommend grant of Special Pay at the rates indicated in the Tables below:

Categories of employees recommended for Special Pay-

1. Special Pay for Peshi Staff in the Peshies of Chief Minister, Ministers, Chief Secretary and Secretaries.
2. Special Pay in Vigilance and Enforcement Department.
3. Special Pay in Intelligence Department.
4. Special Pay in Anti Corruption Bureau.
5. Special pay in Farms run by Agriculture, Animal Husbandry, Fisheries, Horticulture and Sericulture Departments.
6. Special Pay to the Typists and Stenographers.
7. Special Pay to Teachers in Schools for the Differently Abled
8. Special Pay to Drivers/ Attenders driving vehicles.
9. Special Pay for Section Officers and others.
10. Special Pay for other categories in different departments.
11. Special Pay for working in Training Institutes.

1. Special Pay to the staff working in the Peshies of the Chief Minister, Ministers, Chief Secretary and Secretaries to Govt. etc.:

08.09. The existing Special Pays admissible to the staff working in the Peshies of Chief Minister, Ministers, Chief Secretary & Other Secretaries are recommended to be increased keeping in view of the arduous nature of work performed, as shown against each.

Sl. No.	Category	Amount (₹. per month)		Remarks
		Existing	Recommended	
1.	Private Secretary in Chief Minister's Office, Ministers & C.S's Office	600	800	
2.	Personal Assistant in Chief Minister's office, Minister's Office & C.S's Office	560	750	
3.	Private Secretary to Spl. C.S./ Principal Secretary/ Secretary/ Special Secretary	300	400	
4.	Junior Steno/Senior Steno/SC Steno working in the peshies of CM/ Ministers/ C.S/ Spl. C.S./ Principal Secretary/ Secretary/ Special Secretary to Govt. (for one post only in each peshi)	300	400	
5.	Record Asst./Jamedar working in peshies of CM./ Ministers/ C.S/ Spl. C.S./ Principal Secretary/ Secretary / Special Secretary/ Additional Secretary to Govt.	300	400	
6.	Office Sub-ordinate working in the Peshies of CM/ Ministers/ C.S/ Spl.C.S./ Principal Secretary / Secretary/ Special Secretary and Additional Secretary to Govt.	260	350	
7.	Office Sub-ordinate working in the Peshies of Hon'ble Lok Ayukta & Upa Lok Ayukta and Registrar	260	350	

8.	Office Sub-ordinate working in the Peshies of Commissioner & Additional Commissioner of A.P. Bhavan, New Delhi	260	350	
9.	P.S. to Governor	600	800	
10.	P.A. to Governor	560	750	
11.	Private Secretary/ S.C. Steno attached to Chief Commissioner, Land Administration	300	400	
12.	P.S./ S.C. Steno attached to Secretary to Chief Commissioner, Land Administration	300	400	
13.	Special Category Stenographer attached to Special Commissioner and Principal Secretary to Government in the office of the Chief Commissioner of Land Administration.	300	400	
14.	Private Secretaries to the Chairman and Members of A.P. Public Service Commission	600	800	On par with Private Secretary to Chief Secretary
15.	Private Secretary to the State Election Commissioner	600	800	
16.	Personal Secretaries to Chief Information Officer and Information Officers (for one post only in each Peshi)	600	800	
17.	Personal Assistants to Chief Information Officer and Information Officers (for one post only in each Peshi)	560	750	
18.	Private Secretary to the Presiding & Political Officers of Legislative Assembly & Legislative Council*	600	800	On par with Private Secretary to Minister

19.	Personal Assistant to the Presiding & Political Officers of Legislative Assembly & Legislative Council	560	750	On par with Personal Assistant to Minister
20.	Jamedar working in the Peshis of Presiding & Political Officers of Legislative Assembly & Legislative Council	300	400	On par with Jamedar in the peshies of Minister

***Note:** The following are the Presiding and Political Officers of the Legislative Assembly & Legislative Council:

- a) Speaker of the Legislative Assembly.
- b) Leader of Opposition in the Legislative Assembly.
- c) Deputy Speaker of the Legislative Assembly
- d) Government Chief Whip & Whips in the Legislative Assembly
- e) Chairman of the Legislative Council
- f) Leader of the Opposition in the Legislative Council
- g) Deputy Chairman of the Legislative Council
- h) Government Chief Whip & Whips in the Legislative Council.

2. Special Pay to the staff of Vigilance and Enforcement Department

08.10. The existing Special Pays admissible to the various categories of posts in the Vigilance and Enforcement Department are recommended to be increased as shown in the Table below:

Sl. No.	Category	Amount (₹. per month)		Remarks
		Existing	Recommended	
A. Head Office				
1.	Additional Director (Engg.) (Chief Engineer)	675	900	
2.	Additional Director (Revenue) Commissioner (State Tax) (Former Addl. Commissioner, C.T)	675	900	
3.	Deputy Secretary to Govt. (N.C.)	625	825	

4.	Joint Commissioner (State Tax) (Former Deputy Commissioner, C.T)	625	825	
5.	Special Grade Deputy Collector	625	825	
6.	Deputy Director (T.P)	600	800	
7.	Deputy Director (Engg) (Executive Engineer)	600	800	
8.	Assistant Secretary to Govt.	600	800	
9.	Divisional Forest Officer/ Asst. Conservator of Forests	550	725	
10.	Deputy Superintendent of Police	550	725	
11.	Deputy Executive Engineer	550	725	
12.	Assistant Commissioner (State Tax) (Former Commercial Tax Officer)	550	725	
13.	Asst. Director(Mines & Geology)	450	600	
14.	Inspector of Police	450	600	
15.	Assistant Audit Officer (State Audit)	450	600	
16.	Mandal Development Officer	450	600	
17.	Assistant Registrar (Co.op)	450	600	
18.	Deputy Mandal Revenue Officer	300	400	
19.	Head Constable	225	300	
20.	Police Constable	150	200	
B. Regional Vigilance & Enforcement Office Units				
1.	Regl. Vig. & Enforcement Officer	625	825	
2.	Deputy Superintendent of Police	550	725	
3.	Deputy Executive Engineer	550	725	
4.	Asst. Director (Agrl)/ Agriculture Officer	450	600	
5.	Inspector of Police	450	600	
6.	Dy. Asst. Commissioner, State Tax (Former Dy. Comml. Tax Officer)	450	600	
7.	Tahsildar (Civil Supplies)	450	600	
8.	Assistant Geologist	450	600	
9.	Assistant Executive Engineer	450	600	

10.	Mandal Development Officer	450	600	
11.	Forest Range Officer	450	600	
12.	Assistant Registrar (Co-op).	350	450	
13.	Sub Inspector of Police	350	450	
14.	Head Constable	225	300	
15.	Police Constable	150	200	

3. Special Pay to the staff of Intelligence Department

08.11. The Intelligence Department consists of the following four wings:

General Intelligence,
Security Wing,
Special Intelligence Branch, and
Counter Intelligence Cell

08.12. A statement showing the Special Pay now admissible and the amount recommended for the various categories belonging to the Intelligence Department is given below:

Sl. No.	Category	Amount (₹. per month)		Remarks
		Existing	Recommended	
A. General Intelligence				
1.	Superintendent of Police (NC)	750	1000	
2.	Addl. Superintendent of Police	700	925	
3.	Administrative Officer	475	625	
4.	Dy. S.P./A.C.P.	600	800	
5.	Inspector of Police	475	625	
6.	Reserve Inspector	450	600	
7.	Sub-Inspector of Police	400	525	
8.	Reserve Sub-Inspector	400	525	
9.	Asst. Sub-Inspector	350	450	
10.	Asst. Reserve Sub-Inspector	350	450	
11.	Head Constable	225	300	
12.	Police Constable	150	200	
13.	Asst. Admn. Officer (Int.)	450	600	

14.	Manager	450	600	
15.	Asst. Manager	350	450	
16.	I.B. Assistant	300	400	
17.	Asst. Photographer	150	200	
B. Security Wing				
1.	Addl.S.P.	700	925	
2.	Dy.S.P.	600	800	
3.	Inspector of Police	475	625	
4.	Sub-Inspector of Police	400	525	
5.	Head Constable	225	300	
6.	Police Constable	150	200	

4. Special Pay / Incentive to the Staff of Anti-Corruption Bureau

08.13. The Commission recommends Special Pay at the rate of 25% of basic pay as incentive to such of the employees drafted to Anti-Corruption Bureau from other departments on deputation basis for a specific tenure, as long as they work in the Bureau. In respect of employees recruited exclusively to work for the Anti-Corruption Bureau, the Commission recommends the payment of an Incentive allowance of 8% of basic pay.

5. Special pay to the staff working in Farms

08.14. The Staff working in the Farms belonging to Agriculture, Animal Husbandry, Fisheries, Horticulture and Sericulture Departments are at present eligible for Special Pay @ 4% of basic pay per month subject to the maximum of ₹.1400/- p.m. and further subject to the condition that the Farms are located outside 8 kms from the Municipal limits and where the staff also stay outside 8 kms from the Municipal limits. **The Commission recommends increase in the above Special Pay to 4% of basic pay in the revised scale subject to a maximum of ₹.1825/- p.m.**

6. Special Pay for the Typists and Stenographers

08.15. As has been mentioned above, Special Pay is sanctioned by the Government to the employees working as Typists, Junior/Senior/Special Category Stenographers, Personal Assistants, Private Secretaries to Chief Secretary / Special Chief Secretary/ Principal Secretary, Secretary to Government, Reporters of Legislature, Senior Reporters and Reporters of Shorthand Bureau of Police Intelligence Department and Court Masters of High Court of A.P./ Lok-Ayukta / A.P.A.T. etc.

08.16. The rates of Special Pay for these categories of employees are recommended to be increased as follows:

Sl. No.	Category	Amount (₹. per month)		Remarks
		Existing	Recommended	
A. Typists (including Typists-cum-Assistants)				
1.	Lower Grade in English	160	200	
2.	Lower Grade in Telugu/Urdu	180	240	
3.	Higher Grade in English	225	300	
4.	Higher Grade in Telugu/Urdu	240	320	
5.	Lower Grade in both English and Telugu/Urdu	270	360	
6.	Lower Grade in Telugu/ Urdu plus Higher Grade in English or Lower Grade in English plus Higher Grade in Telugu/Urdu	300	400	
7.	Higher Grade in English plus Higher Grade in Telugu/ Urdu	315	420	
B. Stenographer				
1.	Lower Grade in English Shorthand	190	250	Stenographers who have both shorthand and typewriting qualifications may be allowed Special Pays for both the qualifications in accordance with the rates prescribed
2.	Lower Grade in Telugu/ Urdu Shorthand	210	280	
3.	Higher Grade in English Shorthand	250	330	
4.	Higher Grade in Telugu/ Urdu Shorthand	270	360	
5.	Lower Grade in both Telugu/ Urdu and English shorthand	300	400	
6.	Lower Grade in Telugu/ Urdu Shorthand and Higher Grade in English Shorthand or Lower Grade in English Shorthand and Higher Grade in Telugu / Urdu Shorthand	300	400	

7.	Higher Grade in Shorthand in both Telugu/ Urdu and English	330	440	
8.	High speed of 150 words per minute in English Shorthand	675	900	Persons drawing this Special Pay shall not be eligible for Special Pay for Stenographers separately
9.	High speed of 180 words per minute in English Shorthand	750	1000	
10.	High Speed of 80 words per minute in Telugu Shorthand/ Urdu Shorthand	750	1000	

7. Special Pay to the Teachers working in schools for Differently Abled Children

08.17. The Commission recommends the following revised rates of Special Pay to the teachers working in both Government Schools and Aided Schools for Differently Abled Children:

Sl. No.	Category	Special Pay (₹. p.m.)	
		Existing	Recommended
1.	Principal	450	650
2.	Post Graduate Teacher	375	550
3.	Trained Graduate Teachers/ L.T. Assistants/ School Assistants and Language Pandits Grade-I	375	550
4.	Secondary Grade Basic Training Teachers & Language Pandits Grade-II	300	430
5.	Higher Elementary Grade Teachers	190	300
6.	Special Teachers: a) Mobility Orientation Training Teacher (MOTT) b) Craft Teacher c) Music Teacher d) Physical Education Teacher (PET)	190	300

(No orders were issued by the Government on the recommendation of the 10th PRC)

8. Special Pays to the Drivers etc.

(a) Drivers

08.18. The existing rate of special pay of ₹.500/- p.m admissible to the Drivers of all Government Vehicles, Drivers belonging to Work Charged Establishments in all the Engineering Departments of Irrigation / Roads & Buildings / Panchayat Raj / Public Health Municipal Engineering and also to the Drivers of Tractors and other moving vehicles and to the regular operators of Road Rollers, vide G.O. Ms. No. 171 Finance (HR-VI-TFR-A&L-TA) Dept. dated 11-12-2015, is recommended to be enhanced to ₹.650/-p.m.

(b) Attenders driving Vehicles

08.19. The existing special pay of the ₹.325/-p.m. sanctioned in G.O. Ms. No. 171 Finance (HR-VI-TFR-A&L-TA) Dept. dated 11-12-2015, to the Office subordinates (Attenders) who are required to perform the duties of Drivers, is recommended to be increased to ₹.425/- p.m. If the period is less than a month, the amount of Special pay admissible shall be proportionately reduced. The certificate prescribed in G.O.Ms.No.278, Fin.(TA) Department, dt.15-10-2005 for this purpose shall hold good.

9. Special Pay to the Section Officers, Assistant Section Officers and others

08.20. On the request of the Section Officers and Assistant Section Officers of Secretariat, a Group of Ministers recommended enhancement of Special Pays of Section Officers from ₹.325/- p.m. to ₹.750/-p.m. and to sanction ₹.500/- p.m. to the category of Assistant Section Officer vide G.O.Ms.No.203, Finance (TA) Department, dated:31.07.2013 with effect from 01.04.2013 as an interim measure pending revision of their pay scales by the 10th Pay Revision Commission. The 10th Pay Revision Commission has reviewed the pay scales of Section Officers and Assistant Section Officers and suitably re-fixed the same in the RPS 2015. Keeping in view of the revision of pay scales, the 10th PRC had recommended that Special Pay may be paid to the Section Officers @ ₹.475/- p.m. and to the Assistant Section Officer @ ₹.300/- p.m. Accordingly orders were issued by the Government in G.O.Ms.No. 171 Finance (HR-VI-TFR-A&L-TA) Dept. dated 11-12-2015 bringing these revised rates into effect.

08.21. Taking the above facts into account this Commission recommends the following:

A. Special Pay @ ₹.625 per month to the following officers:

- (i) Section Officers working in the State Secretariat, Legislature Secretariat, Raj Bhavan Secretariat, A.P. State Election Commission and A.P. Public Service Commission**
- (ii) A.P. High Court :**
P.S. to Hon'ble Judges, Court Masters, Section Officers, Court Officers, Scrutiny Officers, Accounts Officers and P.S. to Registrar
- (iii) A.P. Administrative Tribunal:**
Court Masters, Section Officers, Court Officers, Scrutiny Officers, and Personal Assistant to the Hon'ble Chairman and Members
- (iv) Institution of Lok-ayukta and Upa Lok-ayukta:**
Section Officers, Accounts Officer and Personal Assistants (to Lok-ayukta, Upa Lok-ayukta and Registrar)
- (v) Special Court under A.P. land Grabbing (Prohibition) Act:**
Section Officers, Court Masters, Court Officers, P.S. to Chairman, P.A. to Chairman and Assistant Accounts Officer.

B. Special Pay @ ₹.400 per month to the Assistant Section Officers working in the following offices: State Secretariat, Legislature Secretariat, Raj Bhavan Secretariat, High Court, Administrative Tribunal, Public Service Commission, State Election Commission, Institution of Lok-ayukta and Upa Lok-ayukta, Special Court for Land Grabbing Prohibition Act.

10. Special Pay admissible to various categories of posts in various Government Departments:

Sl. No.	Category	Amount (₹. per month)		Remarks
		Existing	Recommended	
1. Advocate General's Office				
1)	P.S. to Advocate General	300	400	
2. Agriculture Department				
1)	P.A. to Commissioner	225 (For Officer posted from Revenue Dept. on tenure basis. The Departmental officers are not eligible)	To be discontinued	Not relevant now
2)	Compositor	150	To be discontinued	Not relevant now
3)	Agri. Extension Officer (Sub-Assistants working in Soil Conservation Scheme)	185	250	
3. Animal Husbandry Department				
1)	Sweeper-cum-Post Mortem Attendant/ Post Mortem Attendant	225	300	
4. Common Categories				
1)	Telephone Operator	185	To be discontinued	Not relevant
2)	Cycle Orderly	110	140	
3)	Motor Cycle Messenger	110	140	
4)	Office Sub-ordinates who attend to Roneo work where there are no posts of Roneo Operator	110 (Not more than one Attender in the office shall be allowed this Special Pay)	To be discontinued as Roneo Machines are out of use	

5)	Shroff and Cashier and other Ministerial personnel in the pay scale of ₹.10900-31550 (2008 Pay scale) and below who handle cash and who have furnished cash security or Fidelity Bond.	(i) ₹.150/-for average monthly cash disbursed > ₹.10000 and < ₹.2 lakh (ii) ₹.210/-for average monthly cash disbursed > ₹.2 lakh and < ₹.10 lakh (iii) ₹.250/-for average cash disbursed of ₹.10 lakh and above	To be discontinued. (Cash transactions to be discouraged in the age of digital economy)	
5. School Education Department				
1)	Headmasters of Primary Schools	110	150	
2)	Headmasters of Upper Primary Schools	150	200	
3)	Language Pandits Gr.II /S.G.B.T. (for handling High School Classes)	150	200	
4)	Headmasters in Single Teacher Schools	75	100	
6. Endowments Department				
1)	Goldsmith	185	250	
7. Forest Department				
1)	Asst. Conservator of Forest and Dy. Conservator of Forest	450 (for those working in DFO Flying Squad Division)	600 (for those working in DFO Flying Squad Division)	
2)	Head Animal Keeper	225	300	
3)	Animal Keeper	150	200	
4)	Mahavat	225	300	
5)	Keeper (Lion)	225	300	

8. Government Pleaders' Office				
1)	Administrator	600	800	
9. Institute of Lok-ayukta and Upa Lok-ayukta				
1)	Roneo Operator	110	To be discontinued as Roneo Machines are out of use	
2)	Jamedar	250	330	
10. Legislature Secretariat				
1)	Secretary	1125	1500	
2)	Special Secretary	1125	1500	
3)	Estate Officer	450	600	
4)	Watchman	150	200	
11. Ayush Department				
1)	Principals of Ayurveda, Unani & Homeo Medical Colleges	475	625	
2)	Superintendent of Teaching Hospitals (Ayurveda, Unani & Homeo)	475	625	
3)	Lecturer P.G. (Ayurveda, Unani)	475	625	
4)	Medical Officers posted as Lecturers in Ayurveda, Unani and Homeo Medical colleges with Post Graduate Degree Qualification.	350	450	
5) Under Graduation				
	(a) Asst. Professor with P.G.	475	625	
	(b) Professor with P.G.	475	625	

6) Post Graduation				
	(a) Technical Asst. with P.G	350	450	
	(b) Reader with P.G.	475	625	
	(c) Professor with P.G.	475	625	
7)	Compounders (Ayurveda, Unani & Homeo)	110	150	
8)	Sweeper-cum-Post Mortem Attendant/ Post Mortem Attendant	225	300	
9)	Compounder (Ayurveda, Unani posted in Pharmacy Manufacturing units)	185	250	
12. Insurance Medical Service				
1)	Special Grade Civil Surgeon	250 (Superintendent of Hospitals of less than 100 beds)	330 (Superintendent of Hospitals of less than 100 beds)	
13. Medical Education Department				
1)	Lady Medical Officer/ Health Officer	475	625	
2)	Sweeper-cum-Post-mortem attendant / Post-mortem Attendant	225	300	
14. National Cadet Corps (Accounts Branch)				
1)	Junior Accounts Officer (formerly Superintendent)	185	250	
2)	Senior Accountant (formerly Senior Assistant)	150	200	
3)	Junior Accountant (formerly Junior Assistant)	110	150	

15. Police Department				
A. General				
1)	Director (FSL)	700	925	
2)	Store Keeper	450	600	
3)	Asst. Admn. Officer	450	600	
4)	Manager	450	600	
5)	Chief Drill Instructor/ Chief Law Instructor	450	600	
6)	Asst. Chief Drill Instructor (RSI)/ Asst. Law Instructor	350	450	
7)	Sub-Inspector (Draughtsman)	110	150	
8)	Band Master (ARSI)	225	300	
9)	Asst. Drill Instructor	185	250	
10)	Head Constable (Fitter Electrician)	110	150	
11)	Head Constable (Carpenter)	110	150	
12)	Head Constable (Painter)	110	150	
13)	Head Constable (Blacksmith)	110	150	
14)	Head Constable (Driver) * (who drive four wheeler etc.,)	350	450	
15)	Police Constable (Driver) * (who drive four wheeler etc.,)	350	450	
16)	Head Constable (Driver) * (who drive Motor Cycles etc.)	110	150	

17)	Police Constable (Driver) *(who drive Motor Cycles etc.)	110	150	
18)	Photographer (Rs32670-101970) (Grade-11)	185	250	

* Payment of this special pay will be restricted to the cadre strength of Head Constable Drivers / Police Constable Drivers in all the wings of the Police Department sanctioned by the Government. Any Other Allowance/ Special Pay now being allowed for driving vehicles will stand discontinued.

B. C.I.D.

1)	Addl.S.P.	625	825	
2)	Dy.S.P./A.C.P.	550	725	
3)	Inspector of Police	450	600	
4)	Sub-Inspector	400	525	
5)	Head Constable	185	250	
6)	Police Constable	110	150	

C. Police Transport Organisation

1)	Inspector of Police	300	400	
2)	Sub-Inspector	225	300	
3)	Head Constable	90	120	
4)	Police Constable	90	120	
5)	Police Constable (working as Driver in Police Dept.)	500	650	
6)	Head Constable (working as Driver in Police Dept.)	500	650	

D. Police Communication

1)	Inspector of Police	350	450	
2)	Sub-Inspector	350	450	
3)	Asst. Sub-Inspector	250	330	
4)	Head Constable	225	300	
5)	Police Constable	150	200	

E. Finger Print Bureau				
1)	Inspector of Police	240	320	
2)	Sub-Inspector	225	300	
3)	Asst. Sub-Inspector	110	150	
F. DSB, DCB, RDSB, RDCB				
1)	Inspector of Police	400	600	
2)	Sub-Inspector	250	330	
3)	Asst. Sub-Inspector	185	250	
4)	Head Constable	185	250	
5)	Police Constable	110	150	
16. State Ports Department				
1)	Director	450	600	
2)	Port Officer	400	525	
3)	Port Conservator	185	250	
4)	Asst. Port Conservator/ Wharf Supervisor	185	250	
5)	Sarang	300	400	
6)	Operator – Grade II	475	625	
7)	Oilman (Fireman)	225	300	
8)	Lascar	225	300	
9)	Mazdoor	225	300	
17. Printing, Stationery and Stores Purchase Department				
1)	Manager (works) (formerly Asst. Director (Tech.))	350	450	
2)	Typographer (formerly Tracer-cum-Artist)	225	300	
3)	Dy. Director, Kurnool	400	525	
4)	Compositor	150	200	
18. Protocol Department (Former Government House Department)				
1)	Additional Director of Protocol (formerly Addl. Comptroller)	500	650	

2)	Deputy Director of Protocol (formerly Deputy Comptroller)	350	450	
3)	Asst. Director of Protocol (formerly Asst. Comptroller)	300	400	
4)	Protocol Officer	500	650	
5)	Butler	150	200	
19. Andhra Pradesh Engineering Research Laboratory (subject to division of establishment of APERL, a Xth Schedule Institution)				
1)	Director	750	1000	Subject to division of establishment of APERL, a Xth Schedule Institution
2)	Joint Director	630	840	
3)	Dy. Director	485	640	
4)	Research Officer	485	640	
5)	Asst. Research Officer/ Standard Officers	375	500	
6)	Research Assistant/ Observer/ Mechanical Supervisor	300	400	
7)	Work Supervisor (Computer)	300	400	
8)	Supervisor (Computer)	300	400	
9)	Computer	300	400	
10)	Assistant Computer	150	200	
11)	Draughtsman Grade-I	185	250	
12)	Draughtsman Grade-II	185	250	
20. Engineering Departments (Irrigation and Command Area Development Department Dept. etc. Design, Research and Investigation Wings)				
1)	Superintending Engineer	900	1200	
2)	Reception Engineer (Srisailam Project)	675 (as personal to the existing incumbent)	To be discontinued	No such post at present
3)	Executive Engineer	750	1000	
4)	Dy. Executive Engineer	500	650	

5)	Asst. Executive Engineer/ Asst. Engineer	450	600	
6)	Overseer/ Draughtsman	300	400	
7)	Store Keeper Gr.I	300	400*	
8)	Store Keeper Gr.II	250	330*	
9)	Store Keeper Gr.III	225	300*	
* Special Pay is admissible only to those Store Keepers who are in-charge of Engineering material of Engineering Stores				
21. Rajbhavan				
1)	Jamedar	250	330	
2)	Dafedar	250	330	
3)	Office Subordinate	225	300	
4)	Garage Supervisor	150	200	
22. Resident Commissioner's Office, New Delhi				
1)	Assistant Commissioner	500	650	
2)	L.A.O.	500	650	
3)	Protocol Officer	500	650	
4)	Assistant Liaison Officer	350	450	
5)	Assistant Reception Officer	350	450	
6)	Lift Operator	150 * on par with Lift Operator in Secretariat	200 * on par with Lift Operator in Secretariat	
23. Chief Commissioner of Land Administration				
1)	Mandal Revenue Officer	450 (only for MROs discharging duties of Executive Magistrate)	600 (only for MROs discharging duties of Executive Magistrate)	

2)	Roneo Operator	150	To be discontinued as Roneo Machines are out of use	
24. Commercial Taxes Department				
1)	Additional Commissioner (Enforcement/ Legal)) (Formerly Joint Commissioner, Enforcement/ Legal)	675	900	
2)	State Representative before Sales Tax Appellate Tribunal	675	900	
3)	Joint Commissioner (Legal) (Formerly Deputy Commissioner, Legal)	675	900	
4)	Deputy Commissioner (Services/Legal) (Formerly Asst. Commissioner, Services/ Legal)	225	300	
25. Registration & Stamps Department				
1)	Sub-Registrar Gr.I (Working as Superintendent in I.G.'s and D.I.G's Office)	180	240	
2)	Sub-Registrar Gr.II (Working as Superintendent in I.G's Office)	150	200	
26. State Secretariat				
1)	Dy. Secretary/ Joint Secretary/ Addl. Secretary (AIS)	600 (one post only)	800 (one post only)	

2)	Asst. Secretary to Govt. (AIS) GAD	450	600	
3)	Dy. Director (RES) (E.F.E.S. &T. Dept.)	475	625	
4)	Roneo Operator	150	To be discontinued since Roneo Machines are out of use	
5)	Chowkidars	150	200	
6)	Asst. Section Officer (Caretaker), Finance Dept.	135	180	
7)	Asst. Section Officer (Caretaker), Industries & Commerce Dept.	135	180	
8)	Supervisory Driver (Finance Dept.,)	150	200	
9)	Head Driver, G.A. Department	150	200	
10)	Asst. Section Officer (SC Section)	300	400	
11)	Section Officer (SC)	500	650	
12)	Section Officer(SC) G.A.D. in-charge of Cipher	225	300	
13)	Two Asst. Section Officers who assist the Section Officer, GAD (SC) in-charge of Cipher	180	240	
14)	Lift Operator	150	200	
15)	Record Assistant (Working in Genl. Admn. (Spl.A/Spl.B) Dept.	110	150	

16)	Typist (working in S.C. Sections of Genl. Admn. Dept. & Home Dept.)	110	150	
27. Text Book Press				
1)	Compositor	150	200	
28. Translation & Other Departments				
1)	Senior Translators/ Translators (Law Dept.)	225 (For those who are Senior Translators/ Translators (Law) in the scale of ₹.28940-78910 and above)	300 (For those who are Senior Translators/ Translators (Law) in the scale of ₹. 45830-130580 and above)	
2)	Junior Translators, Assistant Translator	180 (For those who are Junior Translator/ Asst. Translator in the scale below ₹.28940-78910)	240 (For those who are Junior Translator/ Asst. Translator in the scale below ₹.45830-130580)	

11. Training Incentive / Special Pay to the Staff working in Training Institutes

08.22. A Training Incentive of 12.5% of basic pay may be allowed to the faculty members drafted to the training institute on deputation basis, either from within the parent department or from other departments.

08.23. In respect of non-faculty members on deputation to the training institute, the Training Incentive shall be limited to 4% of basic pay.

08.24. No deputation allowance shall be admissible to the deputed staff in addition to the training incentive. Also the staff recruited directly for working in the training institute will not be eligible for any Training Incentive/ Special Pay.

12. SPECIAL PAY TO THE OFFICERS AND STAFF OF THE OFFICE OF THE CHIEF ENGINEER INTER STATE AND WATER RESOURCES

08.25. Government created the office of Chief Engineer, Inter State & Water Resources (IS&WR) to protect the interests of Andhra Pradesh State over the waters of river Krishna in the dispute relating to the construction of Almatti Dam in Karnataka State and to prepare its case for any future Tribunal for the study of all Projects - Irrigation, Power, Industrial and other (both existing and planned) using water of river Krishna in all the three co-basin states (Maharashtra, Karnataka and Andhra Pradesh) vide G.O.Ms.No.48, I&CAD (IRR.X) Dept dt:09.03.1998. In G.O.Rt.No.974, I&CAD (IRR.X.1) Dept Dt:09.09.1999, Government have accorded permission for sanction of Special Pay equivalent to 15% of the Basin Pay to the officers and staff and employees working on deputation basis in the IS&WR unit with effect from 09.03.1998 onwards. Further, in G.O.Ms.No.199, I&CAD (IRR.X) Dept. dt:03.12.2003, Government enhanced the Special Pay to 25% of basic pay with effect from 01.09.2003. The same rate of Special Pay was last continued in G.O.Rt.No.16, I&CAD (PW.IS) Deptt. Dt:07.01.2006. On the strength of these orders the Special Pay is being paid year after year.

08.26. The Chief Engineer, Inter State & Water Resources, Vijayawada has stated that the IS&WR unit has been dealing with the following cases of Inter State Water Disputes with the neighbouring States of Maharashtra, Karnataka, Telangana, Odisha, Chhattisgarh and Tamilnadu in the Hon'ble Supreme Court and Tribunals.

1. Krishna River Waters Disputes in Krishna Water Disputes Tribunal-II and in Supreme Court - SLPs filed by the Government of Andhra Pradesh- No.10498/2011 and 3076-79/2014 against the decision of KWDT-II
2. Godavari River Waters in Supreme Court on construction of Polavaram Irrigation Project on Godavari waters.
 - i. O.S. No. 4 of 2007 filed by the State of Odisha.
 - ii. O. S. No.3 of 2011 filed by the State of Chhattisgarh
 - iii. O. S. No. 1 of 2019 filed by the State of Telangana
3. Vamsadhara River Waters in Vamsadhara Water Disputes Tribunal (VWDT) and SLP No.008830/2018 on the order of VWDT Dt: 13.09.2017 in the Supreme Court.
4. Palar River Water - O.S. Nos.2 and 3 of 2006 in Supreme Court filed by Government of Tamilnadu against the construction of M.I. Scheme on Palar River at GaneshPuram village, Kuppam Mandal of Chittoor District and construction of Check dams in Chittoor District on Palar River.
5. Paragodu Project: O.S. No.5/2003 in Supreme Court filed by Government of Andhra Pradesh against construction of anicut across river Chantravath

near Paragodu village, Bagepalli Taluk, Kolar District by the State of Karnataka.

08.27. He has requested for continuance of the Special Pay.

Recommendations:

08.28. The Commission finds that in the past this issue was not brought to the notice of any of the earlier Pay Commissions.

08.29. The exclusive purpose of establishing the IS&WR unit, headed by the Chief Engineer, is to render necessary assistance to the legal team engaged in defending the interest of Andhra Pradesh State in cases of inter State water disputes. Most of these are old cases and the relevant depositions/affidavits, either in the capacity of Applicant/Petitioner or as Respondent, would have been already filed.

08.30. In any case the Commission feels that the work involved is normal in nature and not arduous enough to justify continuance of Special Pay to the employees working in the IS&WR unit. Accordingly we recommend that this Special Pay may be discontinued.

CHAPTER-9

AUTOMATIC ADVANCEMENT SCHEME

09.01. In any organised employment, opportunities for career advancement is a legitimate aspiration of the employees. It acts as an important element of employee motivation and helps in their retention. As the name suggests, Automatic Advancement Scheme (AAS) acts as a standing assurance for certain number of increases in pay packets of State Government employees who are denied of regular career progressions. It benefits employees in situations where vacancies are not available in higher posts for effecting regular promotions as per the Service Rules. It also comes in to play when the departmental hierarchy envisaged in the Service Rules either does not provide for any promotional avenues at all for certain categories or affords them in inadequate number. In short, AAS acts as a guaranteed alternative available to the employees for financial advancement if rule based structured career advancement is not possible. One of the Terms of Reference set out for this Commission by the Government is to study the Automatic Advancement Scheme, as modified from time to time, keeping in view the anomalies that have arisen during its implementation and to examine whether the said scheme should continue in its present form and to make recommendations in this regard.

09.02. The Automatic Advancement Scheme has evolved to its present format in a period spanning over the last 38 years. The State Government introduced this Scheme in the year 1981 and have from time to time modified and fine-tuned this Scheme, based on the recommendations of successive PRCs or in response to the representations from the Employees Associations and also in order to resolve the practical difficulties encountered in its implementation. It is useful to study the important changes made to this scheme as it evolved over the years.

Initial version of the scheme

09.03. As stated above, AAS was introduced vide G.O.Ms.No.117, F&P(FW, PRC-I) Department dated 25/5/1981 in response to the demands of the various Employees Associations to ensure adequate promotional opportunities in their service career. In the beginning the Scheme was started with (i) Special Grade (SG) Post Scale and (ii) Special Temporary Promotion Post (SPP) Scale/ Special Ad-hoc Promotion Post (SAPP) Scale for those employees who completed 10 years and 15 years of service respectively in a particular cadre. The SG scale was available to all the employees who completed 10 years of service which count for increment without any further requirement. On the other hand the SPP scale could be conferred only on the employees who were qualified in all respects and eligible for the next promotion but could not be promoted due to want of vacancy. The SAPP scale was allowed to such of the employees who did not have any avenue for promotion as per the Service Rules. The SAPP scale was either equivalent to

or lower than the SPP scale depending on the category of post. The scheme was initially made applicable to all employees in the pay scale up to Grade -XVII and later extended to Grade -XVIII in the AP Revised Scales of Pay, 1978. It was clarified that appointment to these posts are not to be construed as promotions involving higher professional duties and responsibilities.

09.04. In order to remove the anomaly of a junior, who was promoted later but drawing more pay than his senior promoted earlier as per the service rules without getting the benefit of AAS, orders were issued vide G.O.Ms.No.297, F&P(F.W.PRC-I) Department, dated. 25/10/1983. This order directed that such anomalies be resolved by stepping up the pay of the senior with effect from the date of promotion of the junior to a figure on par with that of the junior in the higher post to which he is promoted on or after 1-4-1981 subject to the fulfilment of the following conditions:-

- (a) both the senior and junior should have been drawing pay in an identical scale;
- (b) the senior as well as the Junior should be promoted to the same category of post carrying the same scale of pay;
- (c) the pay of the Junior in the lower category should have been less than or equal to that of the senior in the lower category prior to promotion of the senior to the higher post;
- (d) once the pay of the senior is re-fixed under F.R. 27 on par with that of the junior in the identical post carrying an identical scale of pay, the next increment of the senior will be admissible only after completion of the required period of service to earn an increment with effect from the date of re-fixation of pay;
- (e) the anomaly should be directly as a result of the application of the Government Order read above. If not, for example, if even in the lower post the junior was drawing more pay in the lower post than the senior for any reason, such as grant of advance increments for merit or as a reward, under such circumstances there is no case to raise the pay of the senior in the higher post to be equal to that of his junior under these orders and therefore these orders would not be applicable in such cases; and
- (f) in all cases affected by this order, the pay shall be fixed notionally from the date the junior got a pay higher than that of the senior in the higher post with monetary benefit from the date of these orders.

AAS Scheme in 1986 Pay Revision

09.05. The Pay Revision Commissioner, 1986 recommended another level of automatic advancement after completion of 22 years of service. Accordingly orders were issued in G.O(P) No.2, F&P(FW, PRC-I) Department, dated: 4/1/1988, introducing a second level promotion post i.e., Special Promotion Post-II/ Special Adhoc Promotion Post-II after completion of 22 years in addition to Special Grade and Special Promotion post-I/ Special Adhoc Promotion post-I scales (i.e. after 10 years and 15 years). The above scheme was extended up to Grade- XVIII.

Scheme in the 1993 Pay Revision

09.06. The 6th PRC recommended modification of the Scheme by allowing Automatic Advancement Grades on completion of 8, 16 and 24 years of service instead of the earlier 10, 15 and 22 years of service. It was also ordered that fixation of pay should be done under the provisions of F.R. 22(a) (i) on promotion to a regular post after availing the benefit of Automatic Advancement Scheme instead of fixation under F.R.22-B, as was ordered in G.O.Ms.No.2 Fin & Plg (PRC.I) Dept. dated 04.01.1988. It was also stipulated that the benefit of pay fixation under F.R.22-B would be available only to such of the employees who get regular promotions without getting the benefit of AAS. It was further decided to discontinue the SPP-II Scale (second level promotion scale) on completion of 24 years in a post. Instead it was ordered that employees who completed 24 years of service shall be allowed one increment in the SPP-I scale only. The modified AAS was extended up to Grade-XXI. The earlier available provision for stepping up the pay of the senior on par with that of the junior drawing more pay after getting the benefit of AAS was continued subject to similar conditions being fulfilled.

Scheme in the 1999 Pay Revision

09.07. The 7th PRC recommended to continue the scheme without any modification and accordingly orders were issued vide G.O.(P) No.150, Fin. Plg. (FW PC-II) Dept. dated:01.09.1999. However, it was clarified that, as in the case of normal promotions, for appointment to the Special Promotion Posts also the employees, who complete 45 years of age, shall be exempted from passing the Department Tests as prescribed in the Service Rules for normal promotion. This concession was available subject to the conditions laid down in similar orders exempting employees from passing the Departmental Tests to get regular promotion, issued vide G.O.Ms.No.225, Genl. Admn. (Ser-C) Dept., dt. 18.05.1999.

Scheme in the 2005 Pay Revision:

09.08. The 8th Pay Revision Commission reviewed the scheme and recommended for continuation of the special grade after 8 years and the Special Promotion Post Scale / Special Adhoc Promotion Post Scale after 16 years. In place of the existing scheme provision for grant of an increment at the end of 24 years, the Commission recommended a second level promotion post called the Special Promotion Post Scale-II /Special Adhoc Promotion Post Scale-II for those who complete 24 years of service without any promotion. It was also recommended that employees, who get regular promotion, be given pay fixation benefit under FR 22-B even if they had earlier availed the benefit of SG/SPP-I.

09.09. A number of representations were received pursuant to the implementation of the revised guidelines based on the recommendations of the 2005 PRC. It was pointed out that the reintroduction of the provision for pay fixation under F.R. 22-B on promotion with effect from 1.7.2003 have led to several anomalies. Examples were cited of many juniors, who on promotion under the revised scheme, got higher pay fixation benefits, due to the application of F.R. 22-B, when compared to their seniors who received benefit of pay fixation on promotion under F.R. 22 (a) (i) read with FR 31(2). However, the request to bring the pay of seniors on par with their juniors, who were drawing higher pay, was rejected by the Government through their Circular Memo No. 2620-A/65/FR II/07 dt.20.2.2007.

Scheme in the 2010 Pay Revision:

09.10. The 9th Pay Revision Commissioner reviewed the AAS in detail and recommended that the existing scheme may be continued for all employees drawing pay up to Grade-XXV. The PRC also recommended that the benefit of pay fixation under F.R.22-B shall continue to be allowed on normal promotion even if the employee had derived benefit under Special Grade Scale/Special Promotion Post Scale-1. If this results in the senior drawing less pay than that of junior, the pay of the senior should be stepped up, with effect from the date of promotion of the junior, to a figure equal to the pay as fixed for the junior in the higher post to which he/she is promoted on or after 01/07/2008 subject to the usual conditions. The 9th PRC further advised that where the Service Rules are relaxed to enable regular promotions, they should be automatically extended to get the benefits under Automatic Advancement Scheme. Similarly if the service rules are changed imposing additional qualifications for promotion after the entry of the individual into service, thereby depriving him of the benefit of promotion and consequently to the benefits of Special Promotion Post Scale-I/ Special Promotion Post Scale-II, he/she shall be given the benefit of the next scale contemplated under the Special Adhoc Promotion Post Scale-I & II. Orders were issued implementing the above recommendations vide G.O.Ms.No.93, Finance (PC.II) Department, dated 03-04-2010. In

this order it was stipulated that fixation of Pay on appointment to any post under the AAS shall be under F.R.22(a)(i) read with F.R. 31(2).

Modified AAS – 2011

0911. In 2011, the Joint Action committee of Government employees, Teachers and Pensioners requested the State Government for change in frequency and number of stages of the Automatic Advancement Scheme to 6/12/18/24 years of service instead of the existing intervals of 8/16/24 years for better motivation of the employees.

09.12. The State Government accepted the request and issued orders vide G.O.Ms.No.96, Finance (P.C.II) Department dated 20.05.2011. These orders were implemented with effect from 01.02.2010. The different stages of AAS according to these orders are as follows:

Sl. No.	AAS Grade	Eligibility
1.	Special Grade Post (6 years)	Next higher scale above the pay scale of the post which the employee holds
2.	(a)Special Promotion Post Scale I-A (12 years) (b)Special Adhoc Promotion Post Scale I-A (12 years)	(a) Carries the pay scale of the post next above the post held by the employee which happens to be the promotion post in the regular line as prescribed in the Service Rules. Employee should be fully qualified to hold the promotion post as per Service rules but not got any promotion for 12 years. (b) Carries the next higher scale above the Special Grade Post Scale where Service Rules do not provide for any promotion.
3.	(a)Special Promotion Post Scale I-B/ Special Adhoc Promotion Post Scale I-B (18 years)	Employee allowed one increment in SPP Scale I-A or SAPP Scale I-A, as the case may be.

4.	(a) Special Promotion Post Scale II (24 years) (b) Special Adhoc Promotion Post Scale II (24 years)	(a) It carries the pay scale of the second level promotion post to the original post held by the employee. Employee should be qualified for promotion to this post as per Service Rules but not got any promotion for 24 years. (b)(i) Carries the next higher scale above the SPP Scale I-A where Service Rules do not provide for any promotion to the second level. (ii) Carries the next higher scale above the SAPP Scale I-A where Service Rules do not provide for any promotion at all.
----	--	---

Scheme in the 2015 Pay Revision:

09.13. The 10th PRC opined that since the revision of periodicity and up-gradation under the scheme had taken place recently the Commission saw no substantive ground to change it further. It therefore recommended its continuation.

Employees Demands and our Recommendations

09.14. Almost all the Employees Associations have requested for continuance of the Automatic Advancement Scheme but with certain modifications. Some sections of employees have complained about certain snags in the implementation of the scheme. They are as follows:

1. A concern has been raised in some quarters stating that still in many cases seniors are drawing lesser pay than their juniors who get AAS benefits

The Commission finds that in G.O.Ms. No. 297 Finance & Plg (F.W.PRC-I) Dept. dated 25-10-1983 Government had issued clear instructions to resolve the anomaly of a senior drawing lesser pay than that of a junior which occurs on account of fixation of pay scale under the AAS. It was ordered that in all such cases the pay of the senior shall be stepped up to the level of pay of the junior subject to fulfilment of conditions enumerated in the said G.O. These instructions have been reiterated from time to time and applied mutatis mutandis in respect of AASs, as recommended by successive PRCs. Hence in case any specific instances of such anomaly is still being noticed, the concerned employee can represent the same to his/her departmental authorities to resolve the issue. This is only an administrative matter and as such requires no further recommendation of this PRC.

2. It has been represented by some employees that even after crossing the age of 45 years they are not being exempted from the requirement of possessing qualifications prescribed in the Service Rules for promotion to the higher post, thus depriving them of the benefit of AAS.

We observe that the Government have already issued instructions in G.O. Ms. No.68 Finance(HRM.V-PC) Department dated 12-06-2015 to the effect that “where service rules are relaxed to enable regular promotion, they should be automatically extended to the Automatic Advancement Scheme for purposes of extending the benefit of SPP Scale-IA/SPP Scale-II”. We are of the view that these orders read with the provisions of G.O.Ms.No.225 of General Administration (Ser. C) Dept dated 18-05-1999, which has been further clarified in Government Memo No. 21073/193/PC-II/2009, F&P (FW-PRC-I) Dept. dated 21-02-2009, adequately takes care of this concern. Hence no further recommendation is needed on this issue.

3. Members from the teaching community have requested that for the purpose of stepping up the pay of seniors to the level of pay fixed for their juniors, the existing Government orders for reckoning subject wise seniority may be dispensed with and instead thereof overall seniority should be reckoned among all teachers in general.

The Commission finds that as per the School Education Sub-ordinate Service Rules issued in G.O.MS. No. 74 Education (Ser.I) department dated 20-09-2017 the School Assistants have been included as Category-I of Class-I. In Note-1, under Rule-3 it is stipulated that transfer within the same class among different categories / subjects is not permissible. Again, as per Rule-5, “No person shall be eligible for appointment to the categories of posts specified in column (1) of the Annexure to these Rules by the method specified in Column (2) unless he/she possesses the qualifications in the corresponding entry in Column (3) thereof.” Now, it is clear from the Annexure that the category of School Assistant has been further divided into five sub-categories, namely School Assistant (Mathematics), School Assistant (Physical Science), School Assistant (Biological Science), School Assistant (Social Studies) and School Assistant (English) with distinct requisite qualifications. Obviously, for normal promotion as School Assistant in a specific subject group the Secondary Grade Teachers having necessary academic qualification in that subject group alone shall be taken into consideration. A clarification to that effect was already issued by the Government in G.O.Ms.No.475, Education (Ser.-V) Department dated.2-11-1998. The Commission is therefore of the view that anomaly in the pay fixed under AAS in respect of senior and junior School Assistants can be reckoned only with reference to the distinct subject groups, as mentioned above, and not among all the School Assistants in general. The Commission therefore is not in a position to agree with this request.

4. A request was made to allow fixation of pay under F.R. 22-B on getting normal promotion after enjoying SPP Scale-II. Another similar demand was made to allow Special Grade Scale on completion of 6 years of service in the normal promotion post even though the employee has already got the benefit of SPP Scale-II.

The Commission is not in agreement with this request since an employee receiving the benefit of SPP Scale-II is already enjoying the scale of pay of the second level promotion post above the regular post.

5. A vast majority of the Associations demanded that the frequency of scale advancement under the Scheme should be modified to 5/10/15/20/25 years in lieu of the existing intervals of 6/12/18/24 years. Some of them have advocated that the present periodicity (6/12/18/24 years) may continue with the addition of one more stage of improvement on the expiry of 28 years. Some others even suggested for a periodicity of 4/8/12/16/20/24 years;

Automatic Advancement Scheme provides an assurance of guaranteed structured financial advancements, at predetermined intervals of time, during an employee's service career. It keeps him motivated. As has been mentioned elsewhere in our report, in a study commissioned by the 5th CPC it was found that the average age of entry into Government service is about 25 years. Some even join at younger age. Ordinarily a Government employee, entering service at around 25 years of age, would thus look forward to putting in about 35 years of service before he/she superannuates. Within this span the AAS provides for four levels of automatic pay up-gradation in cases where normal channels of promotions are either not available in the Service Rules or promotional opportunities simply do not come by due to lack of vacancies or other reasons. The last such benefit under AAS comes in the shape of SPP Scale-II after 24 years of service. This ordinarily leaves a long time gap of over 10 years during which an employee may or may not get any normal promotion depending on the department and category in which he/she works. The AAS goes some way in mitigating these constraints to upward mobility of the staff, at least financially, even though there is no functional rise in the hierarchy.

The Commission is however of the view that frequent changes in the periodicity of the AAS is not desirable. Firstly, it would result in vastly unequal levels of benefits to employees of different seniorities. For instance, a change in periodicity to 5/10/15/20 years, as has been requested, would be a heart burn for senior employees who had to put in longer tenures of 6/12/18/24 years before getting their AAS benefits. Similarly employees, who have already received benefit under

the scheme on completion of 12/18 years of service, would again get benefits after 3/2 more years, thus completing 15/20 years of service respectively. Such a change in periodicity is also likely to result in a number of anomalies of juniors drawing higher pay than their seniors. We therefore do not agree with the request for a change in the existing frequency. Moreover the present interval of 6 years between two stages of AAS is in our view quite appropriate and adequate. We are however inclined to recommend one more stage of AAS for the benefit of those employees who remain in the same post for a long period of 30 years. This would act as some degree of motivation to the employees, languishing for promotion, at the fag end of their service careers.

09.15. The Commission thus recommends that the present Automatic Advancement Scheme may continue with the following modification:

- (1) The existing Special Grade, SPP Scale IA/ SAPP Scale IA, SPP Scale IB/ SAPP Scale IB/ may be continued with eligibility for the Special Grade after 6 years of service in the same post, SPP-IA/ SAPP-IA after 12 years and SPP -IB/ SAPP-IB after 18 years.
- (2) The present SPP Scale -II/SAPP Scale-II, eligible after 24 years of service in the same post, may be rechristened as SPP Scale-IIA/ SAPP Scale-IIA
- (3) An employee, on completion of 30 years of service in a particular post, may be granted one increment in the SPP Scale IIA/ SAPP Scale IIA, as the case may be, which shall be called the Special Promotion Post Scale II-B/ Special Adhoc Promotion Post Scale II-B.
- (4) The benefit of Automatic Advancement Scheme may be continued up to and inclusive of Grade-25 in the revised scales i.e., ₹.76730-162780.
- (5) All other instructions issued by the Government in G.O.Ms. No.68, Finance (HRM.V.PC) Department dated 12-06-2015 may apply mutatis mutandis to the modified scheme as now recommended.

Request of Lecturers of Government Degree Colleges

09.16. The Lecturers of Government Degree Colleges have represented to the Commission that the next promotion category for their post is that of Principal of Degree College. The State Government has adopted the UGC pay scale for the Principal post in the Collegiate Education Department and therefore assignment of a State Government pay scale to the post of Principal, Degree College would not normally arise. We also understand that only Lecturers, who fulfil the conditions prescribed by the UGC, become eligible for consideration of normal promotion to the post of Principal. However difficulties arise in assigning pay scales to the eligible Lecturers under the Automatic Advancement Scheme as UGC pay scale cannot be assigned under the AAS. **Hence, in order to obviate problems on this count, the Commission recommends an**

indicative notional pay scale of ₹.70850-158880 (Grade 24) be assigned to the category of Principal, Government Degree College for the limited purpose of fixation of pay under the Automatic Advancement Scheme to the category of Degree College Lecturers in the Collegiate Education Department.

CHAPTER - 10

LEAVE BENEFITS

10.01. Leave is a period of time that an employee spends away from his/ her primary service while retaining the status of employment. Leave can be for some casual purpose, a planned activity, on medical grounds or in extra-ordinary circumstances. Some of the grounds for availing leave are for personal work, recovering from sickness, leisure and rejuvenation, pursuing higher studies etc. Leave can be either paid (fully or partly) or without pay/ allowances. Almost all organised services have a leave policy and rules for grant of various kinds of leaves in consonance with that policy. The leave so sanctioned to the employees are in addition to the holidays availed on week-ends and festivals/ other important occasions notified by the Government as Public Holidays and Optional Holidays.

10.02. The Andhra Pradesh Leave Rules, 1933, as amended from time to time, and the executive instructions thereon govern the leave admissible to various Government employees. According to these rules "*Leave cannot be claimed as a matter of right*"

10.03. In the following paragraphs we discuss the different kinds of leave admissible, demands received (if any) from the employees and views of the Commission thereon. Unless otherwise stated, the existing terms and conditions regulating these leave should remain unchanged.

1. Casual Leave

10.04. Casual Leave (CL) is not a recognised form of leave and is not subject to the stipulations of the Andhra Pradesh Leave Rules, 1933. It is granted to enable a government servant to attend to sudden/unforeseen needs. Presently 15 days of Casual Leave is allowable to a Government employee in a calendar year. It can be taken for half-day also. CL cannot be clubbed with other kind of leave except Special Casual Leave. Women Teachers, women Instructors in I.T.Is and District Level Training Centres, women Junior Lecturers and women Lecturers of Degree Colleges have been specially allowed by the Government to avail 5 days of extra Casual Leave over and above the usual 15 days. A similar request for grant of 5 days of extra CLs per year, on par with the women teachers, has been received from other women employees.

Recommendations

10.05. The request for grant of extra 5 days of CL to women employees was made before the 9th and 10th PRCs also. However the same was not agreed to on the ground that non-teaching women employees should not compare themselves with the women

teachers since the latter belong to vacation departments and therefore have limited eligibility of only 6 days EL per annum as against 30 days EL for the former.

We are however not in agreement with the above line of reasoning since the women teachers enjoy long vacations and have much fewer working days. The Commission also feels that all women employees, teaching and non-teaching, have to bear additional familial responsibilities compared to their male counterparts and therefore deserve equal treatment in this regard. **Accordingly the Commission recommends that all the women Government employees may be treated equally and hence the benefit of extra 5 days CL may be extended to all non-teaching women employees also.**

2. Child Adoption Leave

10.06. At present there is no provision in the State for grant of Child Adoption Leave. In the Central Government there is a provision to permit Child Adoption Leave up to 180 days for a woman employee having less than two surviving children if she legally adopts a child up to one year of age. A representation was received from the employees to replicate this provision for the women employees of State Government

Recommendation

10.07. **The Commission recommends that Child Adoption leave of up to 180 days may be granted on similar conditions, as noted above, to female State Government employees.**

3. Child Care Leave

10.08. At present women Government employees are being permitted to avail Child Care Leave of 60 days in the entire service to take care of up to two minor children (up to the age of 22 years in case of differently abled children) for rearing or for looking after their needs at the time of examinations or for attending to their sickness. This leave can be availed in not less than 3 spells. It can also be taken in continuation with Maternity Leave or any other leave other than Casual Leave and Special Casual Leave. The Commission received several representations to enhance the duration of admissibility of this leave up to two years.

Recommendations

10.09. The Commission understands that the Child Care Leave has been introduced as an employee friendly measure, particularly to encourage female participation in Government employment. It is seen from the report of the Seventh Central Pay Commission that the operation of this facility in the Central Government, where it has

been in vogue for a substantially long period basing on the recommendations of the 6th CPC, has thrown up the following experiences:

- a) That the leave was treated as a kind of extended Casual Leave and availed at frequent intervals, thus causing disruption to Governmental functioning;
- b) That the leave was availed in a routine manner without any underlying genuine purpose, as originally envisaged.

10.10. The Central Government has therefore incorporated certain fresh conditions, based on the recommendations of the Seventh CPCs, to govern the grant of this leave so that the above concerns may be addressed. The Commission finds that at present the broad contours of this leave, in so far as the Central Government employees are concerned, are as follows:

- (i) Child Care Leave is admissible for a total period of 730 days in the entire service to look after the two eldest surviving children. It can be availed in not more than three spells in a year.
- (ii) Apart from female employees, a 'single' male Government employee, defined as an unmarried or widower or divorcee male, has been made eligible for this leave.
- (iii) The salary admissible for the first 365 days of leave shall be @ 100% while it would reduce to 80 % during the next 365 days.

10.11. Further, the Seventh CPC, while examining the various provisions of this leave, has observed that, "*.....the concept of a paid (whether 100% or 80%) leave solely for child care for a period of two years, is a liberal measure unmatched anywhere else.*"

10.12. We are conscious of the fact that a long spell of Child Care Leave at a time might affect the smooth discharge of public functions, especially in smaller establishments where the staff strength is not very high and where finding a suitable substitute may be difficult. Apparently, in order to obviate such contingencies, the State Government has stipulated that the Child Care Leave can be availed in not less than three spells for a total period of 60 days only. However such a stipulation has the danger of receiving requests for availing this leave in a large number of short spells, like Casual Leave, as has been pointed out above. Moreover notional gaps can be created between two spells by joining duty for a short period. We also feel that the present admissibility of 60 days in the entire service is very less and would not adequately serve the very laudable purpose for which this leave is intended.

10.13. Keeping the requests of the employees and the above mentioned practical issues involved in perspective, this Commission recommends the following modifications to the Child Care Leave:

- (i) The entitlement for Child Care Leave may be increased from the present level of 60 days to at least 180 days in the whole service period;**
- (ii) The leave may be availed in a maximum of three spells;**
- (iii) Child Care Leave may be extended to 'single' male employees (unmarried/widower/divorcee) also.**

4. Commuted Leave

10.14. Presently, Commuted Leave not exceeding half the amount of half-pay leave at credit can be granted on medical certificate. When commuted leave is granted, twice the duration of such leave is to be debited against the half-pay leave account. Half-pay leave up to a maximum of 240 days can be commuted during the entire service period for undergoing an approved course of study in public interest. A request has been made to do away with the need for medical certificate.

Recommendations

10.15. The Commission is not convinced with the above request since other kinds of leaves are available for non-medical needs and since commutation of half-pay leave is mainly intended as a special dispensation for taking care of the financial needs of employees during long absences from duty owing to sickness and recuperation.

5. Earned Leave

10.16. Presently 30 days Earned Leave (EL) per annum is granted to Government employees in other than vacation departments and 60 days per annum to the Police personnel of the rank of Inspector and below. The annual E.L. entitlement is credited to the leave accounts of the employees in two equal instalments on 1st January and 1st July of each calendar year. Un-availed EL can be accumulated up to 300 days. A Government servant is permitted to surrender up to 15 days of EL in a financial year or up to 30 days of EL at a time in two financial years and receive equivalent leave salary and allowances in lieu thereof. On superannuation, an employee may encash accumulated EL up to a maximum of 300 days. In respect of vacation departments the EL entitlement is 6 days per annum.

10.17. Suggestions have been made to increase the accumulation limit of EL to 360 days or even to remove the limit altogether and permit its encashment in full. A request has also been received from the teaching community, both in schools and colleges, to increase the EL permissible in vacation departments from the present level of 6 days per annum to 21 days per annum.

Recommendations

10.18. The Commission finds that the State Government employees enjoy the option of surrendering 15 days of EL in every financial year. Notwithstanding this, they can still accumulate up to 300 days of EL which is the same maximum limit as that allowed to the Central Government employees. Moreover, one of the purposes of permitting EL entitlement of 30 days a year is to allow employees to utilise part of it to rejuvenate, re-energise and de-stress themselves by taking a break so that they can work more enthusiastically on their return to Government duties. In fact many private organisations, as a part of their H.R. policy, encourage and even force their employees to go on vacations to break the monotony of work. **The Commission therefore does not find any merit in recommending enhancement of the limit for accumulation of Earned Leave beyond 300 days. The Commission also does not find any merit in the request for increasing the EL entitlement in respect of vacation departments from the presently permitted 6 days per annum considering the availability of long Summer Holidays (50 days) and other holidays available to them.**

6. Extra Ordinary Leave

10.19. Extra Ordinary Leave (EOL) is granted to a government servant when no other leave is admissible or when other leave is admissible but the government servant applies in writing for extraordinary leave. This leave is neither debited to the leave account nor is any leave salary paid. **No demand has been received regarding this leave. Accordingly, status quo may be maintained.**

7. Half Pay Leave

10.20. Presently, government employees are entitled to 20 days of Half Pay Leave for each completed year of service, credited in advance @10 days each on the 1st of January and 1st of July every year. There are representations that encashment of HPL should be allowed at the time of superannuation.

Recommendation

10.21. At present a Government servant can accumulate up to a maximum of 300 days of EL and, on his/her superannuation from service, encash the same. Shortfall, if any from 300 days, in the number of days of EL accumulated, can be made good by adjusting from the half pay Leave at credit. However, to make up for this shortfall no commutation of half pay leave into full pay shall be permissible. This provision is very reasonable and the commission does not see any reason to recommend any change.

8. Leave Not Due

10.22. Leave Not Due is granted when the employee has no half-pay leave at credit and he/she requests for the grant of Leave Not Due. It is granted only on medical certification, if the leave sanctioning authority is satisfied that there is a reasonable prospect of the employee returning to duty on its expiry. Leave Not Due during the entire service is limited to a maximum of 180 days and is debited against the half-pay leave that the employee may earn subsequently. **No demands have been received regarding this leave. Accordingly, status quo may be maintained.**

9. Maternity Leave

10.23. Maternity leave is granted to women government employees with less than two surviving children, up to 180 days for pregnancy (either for confinement or after child delivery). It can also be granted for up to 45 days for miscarriage/abortion (irrespective of the number of surviving children) on production of medical certificate. Maternity leave can be combined with any other leave.

Recommendation

10.24. No representation has been received to modify the present provisions. Hence the existing dispensation may continue.

10. Paternity Leave

10.25. Presently, a male employee with less than two surviving children may be granted Paternity Leave for a period of 15 days during the confinement of his wife, up to 15 days before or six months from the date of delivery of child. There is no representation from the employees regarding this leave.

Recommendation

10.26. The Commission finds that Paternity Leave up to 15 days is also granted to a male Central Government employee with less than two surviving children on valid legal adoption of a child below the age of one year, within a period of 6 months from the date of valid adoption. The Commission recommends that a similar provision may be made available for the State Government employees also.

11. Special Casual Leave

10.27. At present the State Government grants Special Casual Leave for various broad purposes such as

- A. Sports and Cultural Activities
- B. Undergoing Family Planning Operations
- C. Union/Association Activities
- D. Miscellaneous Purposes

10.28. Requests have been received by the Commission for grant of the following types of Special Casual Leave :

- (i) Special Casual Leave for 14 days in a year to differently abled employees;
- (ii) Special Casual Leave for changing prosthetic limb;
- (iii) Special Casual Leave to visually challenged employees on Louis Braille birthday;
- (iv) Special Casual Leave of 30 days in a year to Nurses working in high risk wards;
- (v) Grant of 10-15 days Special casual leave for performing ceremonies for deceased parents:

Recommendation

- (i) The Commission finds no merit in the request for grant of Special casual Leave to all differently abled employees. Hence we decline the same;**
- (ii) The orthopedically challenged employees, who need to replace prosthetic limb(s), may be granted Special Casual Leave of up to 7 working days in a calendar year, if so required, on production of medical certificate to that effect;**
- (iii) The birthday of Louis Braille may be included in the notified list of Optional Holidays to enable the visually challenged employees to avail**

the same within their normal overall Optional Holiday entitlement of 5 days in a calendar year;

- (iv) Nursing staff working in the high risk wards catering to Cancer, T.B., Mental Health and Leprosy patients work in stressful environment and may therefore be granted Special Casual Leave of up to 7 working days per calendar year;
- (v) The Commission does not find any merit in the demand for grant of Special CL for performing ceremonies for deceased parents as the employee is expected to utilise his/her Earned Leave/Casual Leave entitlement for this purpose.

12. Study Leave for continuation of Higher Education to the Physically Challenged employees on par with SC/ST employees:

10.29. The Commission considers that the above request is not reasonable, since the provision of Special Leave for higher studies is intended to benefit employees belonging to specified weaker section categories only.

13. Payment of Ex-gratia Allowance to the employees who were granted Extra-ordinary leave for the treatment of certain diseases:

10.30. In terms of Note (4) under Rule 28 and Note under Rule 29 of the Andhra Pradesh Leave Rules, ex-gratia allowance is payable to Non-Gazetted Government Servants drawing pay up to a specified limit and all Last Grade employees while on extra-ordinary leave for undergoing treatment of Tuberculosis / Leprosy/ Cancer/ Mental illness / Heart diseases and Renal (Kidney) failure. The ex-gratia allowance is half of pay subject to the minimum and maximum amounts specified in the rules. These basic pay and minimum and maximum amounts were last notified by the Government in G.O.Ms.No.155, Finance (FRI) Department, dated 04.05.2010 pursuant to the recommendations of the 9th PRC. The figures notified for the 2010 RPS in the said G.O. are as follows:

<u>Category</u>	<u>Basic Pay Limit</u>	<u>Minimum</u>	<u>Maximum</u>
Non-Gazetted Employees	₹.11.860	₹.5,770	₹.7,490
Last Grade Employees	All employees	₹.4,295	₹.6,430

10.31. We did not find any specific recommendation of the 10th PRC fixing the revised limits that may be notified by the Government. We did not also find any follow up notification of the Government revising the above mentioned limits as per the 2015 RPS.

The Commission now recommends that the relevant provisions of A.P. Leave Rules, 1933 may be amended by notifying the following revised limits for grant of ex-gratia allowance in the now revised pay scale:

Category	Basic Pay Limit	Ex-gratia amount payable per month	
		Minimum	Maximum
Non-Gazetted Employees	₹.35,570	₹.11,560	₹.17,780
Last Grade Employees	-	₹.10,000	₹.15,000

10.32. It is further recommended that Extra Ordinary Leave for the above purpose may be allowed only after exhausting the Earned Leave and Half Pay Leave at credit.

CHAPTER- 11

ADVANCE INCREMENTS

11.01. The incentive scheme of grant of advance increments for possessing higher qualifications than that prescribed in the Service Rules was adopted long ago by the State to attract such people to Government jobs. The scheme was justified in the initial years after independence when the Service Rules provided for only the basic minimum qualifications for entry into Government service.

11.02. The practice of grant of Advance Increments continued for a long time. The Pay Revision Commission, 1993 analysed the history of the concessions given by the previous Commissions and felt that the continuance of such an incentive was no longer justified as persons possessing higher qualifications and seeking Government employment were available in adequate number. The Commission suggested an alternative of increasing the level of minimum qualifications for recruitment where it was considered necessary or desirable. The Commission suggested a review of this incentive scheme. As a result a Committee of Senior Officers was constituted in G.O.Ms.No.356, General Administration (Spl.A) Department dt. 22.6.1993 to review the functioning of the scheme. As the said Committee could not submit its report before the constitution of the 1999 Pay Revision Commission, the subject was again included in the Terms of Reference of the said PRC.

11.03. The Pay Revision Commission, 1999, after reviewing the Incentive Scheme, came to the conclusion that the incentive should be done away with. The Commission felt that there was a large pool of qualified personnel seeking entry into Government service and therefore there was no need to provide an extra incentive by way of additional increments to attract persons possessing higher qualifications into those services. The Commission, however, felt that in specialized areas like Medicine, higher qualifications should be given weightage for the purpose of promotion. The Commission analysed the result of litigation in the High Court, relating to sanction of Incentive Increments, by certain categories of employees who contended violation of the provisions of Article 14 of the Constitution of India. The Commission cautioned about the possibility of similar litigations being initiated by other employees as well. Finally, the Commission recommended that the Service Rules be amended prescribing suitable qualifications commensurate with the requirements of the job. The Commission suggested sanction of Incentive Increments only in exceptional cases. It also felt that in all such cases a nexus between specific qualifications possessed and the duties required to be performed should be established before the incentive is sanctioned. The very same views were reiterated by the 8th, 9th and 10th PRCs. The 9th PRC went a step further by suggesting that such incentive should be sanctioned only in extra ordinary cases and the decision in this regard should be taken only at the highest level i.e. the State Cabinet. However, no specific suggestion

was given regarding the parameters to judge the merit of claims received for grant of such incentive.

Recommendations:

11.04. We appreciate and endorse the logic advanced by the previous PRCs regarding the lack of justification at present for grant of Incentive Increments. We also find that Special Allowance for acquiring higher qualification of P.G. Degree/Diploma is being sanctioned to the Medical, Ayush and Veterinary Doctors for the ostensible reason that such qualifications improve their professional capabilities substantially. The Commission therefore recommends the following:

- (i) In respect of posts which require higher qualification than that specified in the Service Rules, for substantial improvement in their professional capabilities viewed from the angle of the job requirements and persons with such higher qualification are adequately available in the market, the relevant Service Rules should be amended modifying the minimum qualification prescribed;**
- (ii) In respect of other posts which require higher qualification than that specified in the Service Rules for the same reason as mentioned above but where candidates with the requisite higher qualification are not available in sufficient number, the present qualification level may continue but an incentive in the shape of Special Allowance may be granted selectively to those who possess/acquire such higher qualification.**

11.05. In view of the above, the Commission is of the firm opinion that there is no case at all for grant of Advance Incentive Increment(s) for possessing higher qualification to any category of employee.

CHAPTER-12

ADVANCES

12.01. At present the Government sanctions from its budgetary resources the following categories of Advances to its employees:

A. Interest Bearing Advances

1. Advance for purchase of house site or construction of house on a site already owned by the employee or for both purchase of a site and construction of house thereon or for purchase of a ready built house (or flat),
2. Advance for improvement/ repairs/ renovation of existing house/flat,
3. Advance for purchase of a personal conveyance viz. motor car/two wheeler etc;
4. Advance for purchase of personal computer,
5. Advance for performing marriage (of self or of children)

B. Non-interest Bearing Advances

1. Festival Advance
2. Special Festival Advance for purchase of APCO cloth
3. Education Advance
4. Advance of Pay
5. Advance of Travelling Allowance
6. Medical Advance

12.02. All the interest bearing advances are sanctioned to employees at soft interest rates which are lower than the prevailing rates of interest charged by the Banking Industry/ Housing Finance Companies/NBFCs etc. The amount of funds allocated for this purpose to different departments are provided for in their respective annual budgets. Because of the relatively lower interest rates obviously there is a lot of demand from the employees to access these advances from the Government. The general grievance that we have received during our discussion with the employees is that the budgetary provisions for these advances are woefully inadequate compared to the actual requirement and often no amount filters down to the Regional, District and sub-District levels after satisfying the needs of the employees working at the Secretariat and Directorate (HoD)

levels. Another request received from the employees is to increase the maximum limits of these advances. Some employees have suggested to tide over the budgetary constraints through wider interest subvention by the Government by tying up with the financial institutions. In respect of non-interest bearing advances also the general request is to enhance the budgetary provisions. With a view to alleviate the existing constraints Government have allowed the employees to access additional quantum of housing loans from financial institutions by creating second charge on the same asset.

12.03. The existing regulatory features of the above mentioned Advances and the Commission's recommendations thereon are as follows:

A. Interest Bearing Advances

Sl. No.	Purpose of Advance	Eligibility	Amount	Interest Rate (% p.a.)	Recovery P-Principal I-Interest
1.	House Building Advance a)Purchase of site b)Purchase of ready built house/flat OR Purchase of site-cum-construction of house/flat thereon OR Construction of new house/flat on owned site	a) All employees b)(i)Employees drawing Basic Pay upto ₹26,600 p.m. (ii) Employees drawing Basic Pay above ₹26,600 and upto ₹42,490 p.m. (iii) Employees drawing Basic Pay above ₹42,490 and up to ₹61,450 p.m.	a) 10 times of Basic Pay subject to maximum of ₹. 2 lakh b)(i) 72times of Basic Pay or ₹10 lakh whichever is less (ii)) 72 times of Basic Pay or ₹12.30 lakh whichever is less (iii)) 72 times of Basic Pay or ₹15 lakh. whichever is less	a) 5% p.a. (for Class IV employees); 5.5% p.a. (for others) b) ---Do--	a) P-60 I-12 b) P-240 I-60

		(iv) Employees drawing Basic Pay above ₹61,450 (v) AIS Officers	(iv)) 72 times of Basic Pay or ₹20 lakh whichever is less (v) 50 times of Basic Pay or ₹25 lakh whichever is less		
2.	House Repairs Advance	All employees	20. times of Basic Pay subject to a maximum of ₹.4 lakh	5% p.a. (for Class IV employees); 5.5% p.a. (for others)	P-75 I-15
3.	Personal Conveyance Advance a) Motor Car b) Motor Cycle/Scooter c) Moped	(a) Employees with Basic Pay of ₹37,100 and above (b) Employees with Basic Pay of ₹22460 and above (c) Employees with Basic Pay of ₹16,400 and above. AND Drivers who have completed 2 years of service irrespective of basic pay.	(a) 15 months Basic Pay or ₹.6 lakh or actual cost whichever is lower (b) 7 months Basic Pay or ₹80,000 or actual cost whichever is lower (c) 7 months Basic Pay or ₹35,000 or actual cost whichever is lower	5% p.a. (for Class IV employees); 5.5% p.a. (for others) --Do— --Do—	P-135 I-65 P-80 I-16 P-60 I-16

	d) Bicycle	(d) All employees including Class IV (except for whom advance for purchase of Motor Car/ Motor Cycle/Scooter was sanctioned earlier)	(d) ₹10,000 or actual cost whichever is lower	--Do--	P-26 I- 04
4.	Advance for purchase of Personal Computer	Employees with Basic Pay of ₹16400 and above	Actual cost of the computer limited to ₹.50,000	5% p.a. (for Class IV employees); 5.5% p.a. (for others)	P-135 I-65
5.	Advance for Marriage	(i) Marriage of self in respect of male employee OR marriage of a son of male/ female employee (ii) Marriage of self in respect of female employee OR marriage of a daughter of male/ female employee	(i)(a)Class IV- 15 months Basic Pay or ₹75,000 whichever is less (b)Others-15 months Basic Pay or ₹1,25,000 whichever is less (ii) (a)Class IV- 15 months Basic Pay or ₹.1 lakh whichever is less (b)Others-15 months Basic Pay or ₹.2 lakh whichever is less	5% p.a. (for Class IV employees); 5.5% p.a. (for others) --Do--	P-70 I-10 (applicable for all Marriage Advances)

Recommendations:

12.04. It has been the experience in the past that the budgetary provisions for grant of various Advances, as mentioned above, have been inadequate owing to competing demands for funds from welfare and development schemes of the Government. **The Commission suggests that in order to overcome this difficulty Government may tie up with a few Public Sector Banks, HDFC and LIC Housing Finance by negotiating the interest rates and recovery schedules for grant of Loans for House Building and purchase of Motor Car/Motor Cycle/ Scooter/Moped to its employees. The repayment of these loans may be linked up with the disbursement of salaries every month.**

12.05. The Commission also recommends that a back ended interest subsidy of 2.5% on the loan amount up to the limit of Advance recommended in the following Table, may be reimbursed to the concerned employees to whom loans for House Building and/or purchase of personal conveyance is sanctioned through such tie-ups. After such tie-ups are firmed up the Government may provide budget only for 'Interest Subsidy on HBA/Personal Conveyance Loans'. We feel such a measure would satisfy the requirement of more number of employees. Moreover the Government would not be required to keep a watch on the recovery as in case of Government advances, nor would there be a problem of 'missing credits' for the employees.

12.06. In respect of the other types of advances i.e. for House Repairs, Purchase of Bicycle, Purchase of Personal Computer and Performing Marriage, the Government may continue to provide budget, as before, with strict instructions for its fair devolution right down to the field level offices so that present impression of deprivation is mitigated.

12.07. Pending finalisation of the above suggested arrangements with financial institutions, the Commission recommends the following revised eligibilities and amounts that may be sanctioned for the various interest bearing advances:

Sl. No.	Purpose of Advance	Eligibility	Amount of Advance
1.	House Building Advance		
	a)Purchase of site	a)All employees	a) 10 times of Basic Pay subject to maximum of ₹. 3 lakh

	<p>b)Purchase of ready built house/flat OR Purchase of site-cum-construction of house/flat thereon OR Construction of new house/flat on owned site</p>	<p>b)(i)Employees drawing Basic Pay up to ₹.40970 p.m.</p> <p>(ii) Employees drawing Basic Pay above ₹.40970 and up to ₹.65360 p.m. (Grade-</p> <p>(iii) Employees drawing Basic Pay above ₹.65360 and up to ₹.94500 p.m.</p> <p>(iv) Employees drawing Basic Pay above ₹.94500</p> <p>(v) AIS Officers</p>	<p>b)(i) 72 times of Basic Pay or ₹.15 lakh whichever is less</p> <p>(ii) 72 times of Basic Pay or ₹.18 lakh whichever is less</p> <p>(iii) 72. times of Basic Pay or ₹21 lakh whichever is less</p> <p>(iv) 72. times of Basic Pay or ₹25 lakh whichever is less</p> <p>(v) 50 times of Basic Pay or ₹30 lakh whichever is less</p>
2.	House Repairs Advance	All employees	20. times of Basic Pay subject to maximum of ₹.5 lakh
3.	<p>Personal Conveyance Advance</p> <p>a) Motor Car</p> <p>b) Motor Cycle/ Scooter</p> <p>c) Moped</p>	<p>a)Employees with Basic Pay of ₹.57100 and above</p> <p>b) Employees with Basic Pay of ₹.34580 and above</p> <p>c) Employees with Basic Pay of ₹.25220 and above.</p> <p>AND</p> <p>Drivers who have completed 2 years of service irrespective of basic pay.</p>	<p>a)15 months Basic Pay or ₹.7.50 lakh or actual cost whichever is lower</p> <p>b) 7 months Basic Pay or ₹90,000 or actual cost whichever is lower</p> <p>c) 7 months Basic Pay or ₹45,000 or actual cost whichever is lower</p>

	d) Bicycle	(d) All employees including Class IV (except for whom advance for purchase of Motor Car/ Motor Cycle/Scooter was sanctioned earlier)	d) ₹10,000 or actual cost whichever is lower
4.	Advance for purchase of Personal Computer	Employees with Basic Pay of ₹.25220 and above	Actual cost of the computer limited to ₹.50,000/-
5.	Advance for Marriage	<p>(i) Marriage of self in respect of male employee OR marriage of a son of male/ female employee</p> <p>(ii) Marriage of self in respect of female employee OR marriage of a daughter of male/ female employee</p>	<p>(i)(a) Class IV- Amount requested subject to a maximum of ₹.1 lakh</p> <p>(b)Others- Amount requested subject to a maximum of ₹.1.50 lakh</p> <p>(ii) (a)Class IV- Amount requested subject to a maximum of ₹.1.50 lakh</p> <p>(b)Others- Amount requested subject to a maximum of ₹.3.00 lakh</p>

12.08. Since the obsolescence of Computer hard-ware is high, the Commission recommends that the eligibility for 'Advance for purchase of Personal Computer' may be increased to a maximum of 3 times during the entire service career subject to a minimum gap of 7 years between the purchase of two successive computers and complete repayment of previous computer advance, if any.

Instalments

12.09. The Commission further recommends that the existing stipulations regarding the number of instalments for recovery of the advances sanctioned may continue.

Interest Rate

12.10. In respect of the rate of interest the Commission is of the view that since the recovery period for all the interest bearing loans are long term, the interest rate should be a floating rate (to be revised annually) linked to the Repo Rate of Reserve Bank of India (the interest rate at which the RBI lends funds to the

Commercial Banks). Considering the fact that Commercial Banks lend their funds at rates higher than the Repo Rate, we are of the view that the interest charged on the Government Advances should not fall too far below the Repo Rate. We recommend that the Government may review and refix the interest rates on 1st July of every year at a level which is 0.50 -1.00 % below the then prevailing Repo Rate. The floating rate so fixed should be applicable to both new as well as existing loan accounts (except those already sanctioned prior to the introduction of floating interest rate regime) during the one year period ending on 30th June of the succeeding year. Consistent with this suggestion we recommend an interest rate of 5.00% (i.e., Repo Rate of 5.75% less 0.75%) effective from 1st July, 2019 till 30th June, 2020 and in respect of all categories of employees.

12.11. As far as Penal Interest is concerned it may continue to be charged at double the rate of normal interest in case the advance is misutilized or not utilized at all and at 1.5 times the normal rate for non-compliance with prescribed formalities.

C. Non-interest Bearing Advances

12.12. The existing and recommended eligibilities, amounts admissible and number of instalments for recovery in respect of the non-interest bearing advances are given in the following Tables

1. Festival Advance

Existing Provision			Recommended Provision		
Category	Amount of Advance (₹,)	No. of Instalments	Category	Amount of Advance (₹,)	No. of Instalments
1. Employees drawing pay in the scale of ₹.26,600 – 77,030 or below (excluding Class-IV employees)	7500	10	1. Employees drawing pay in the scale of ₹.40970-124380 (Grade-16) or below	9000	10
2. Class-IV Employees	5000	10	2. Class-IV Employees	6000	10

2. Special Festival Advance for purchase of APCO cloth

Existing Provision			Recommended Provision		
Category	Amount of Advance (₹,)	No. of Instalments	Category	Amount of Advance (₹,)	No. of Instalments
1. Class IV employees	4500	10	1.Class IV employees	5500	10
2.Non-Gazetted Officers	6000	10	2.Employees other than Class-IV employees	8000	10
3.Gazetted Officers	7500	10			

3. Educational Advance

Existing Provision			Recommended Provision		
Category	Amount of Advance (₹,)	No. of Instalments	Category	Amount of Advance (₹,)	No. of Instalments
Non-Gazetted Officers and Class IV employees	7,500	10	Non-Gazetted Officers and Class IV employees	10,000	10

4. Advance of pay

12.13. The existing guidelines allow employees, who are transferred involving change of station, to apply for sanction of advance not exceeding one month's basic pay. Such advance is recoverable in three equal monthly instalments commencing from the salary of the employee from the next month onwards. **We recommend that this facility may continue in future also.**

5. Advance of Travelling Allowance (T.A.)

12.14. As per the existing rules, whenever any employee is transferred involving change of station or when an employee has to proceed on official tour, an advance not exceeding the amount of Travelling Allowance admissible, is payable to the employee. The entire amount of advance has to be adjusted in the T.A. bill of the employee, provided the T.A. bill is preferred within the time limit. If the bill is not preferred in time, the entire amount of advance is to be recovered from the salary of the employee. Similarly, employees, who are permitted to avail Leave Travel Concession (LTC) as per rules, can

avail an advance not exceeding 80% of the amount admissible towards LTC as per the rules. This advance has to be adjusted against the LTC claim bill of the employee after completion of the journey.

12.15. The Commission recommends that this advance may continue to be granted in future also.

6. Medical Advance:

12.16. As per the A.P. Integrated Medical Attendance Rules existing now, the employees are eligible for the sanction of Medical advance to meet the expenses on medical attendance in respect of himself and/or any member of his/ her family for which he/she is entitled to reimbursement. In terms of G.O.Ms.No.74, HM & FW (K1) Dept. dated 15-03-2005 this facility is extendable to all the employees for the following conditions/ diseases:

Acute Myocardial Infraction,
Acute Coronary Disease,
Acute Renal Failure,
Severe Cases of Head and Spinal Injury / Road Accident,
Cases of Coma,
PTCA Stent,
Open Heart Surgery,
Implantation of Pace Maker,
All organ transplants,
Plastic Surgery done for accident cases and burns and
Mitral Valve replacement.

12.17. The amount of advance is based on the package rates of NIMS, Hyderabad and SVIMS, Tirupati depending on the estimation given by them. This advance is adjustable from the claim relating to reimbursement of the medical expenses by the employee.

12.18. The Commission recommends that this advance may also be continued.

CHAPTER-13

MEDICAL FACILITIES

13.01. The A.P. Integrated Medical Attendance Rules, 1972, as amended from time to time, regulates the scheme of reimbursement of medical expenses to the Government employees and pensioners. These rules, among other things, define the 'family members' of the Government Servants for whom reimbursement is available. They also specify the list of medicines and other items for which reimbursement is not available. Government have issued various orders from time to time for the proper functioning of the scheme. However, there was considerable dissatisfaction among the intended beneficiaries of the scheme with regard to the manner in which it was being operated. The main problem faced by the beneficiaries related to difficulties encountered by them in obtaining prompt reimbursement of the entire medical expenses, incurred by them, from the Government. The delay in receiving reimbursement used to cause short term financial problem to the employees and more so to the pensioners. In view of this, the serving Government employees as well as the Pensioners requested the Government for the introduction of a "cashless treatment scheme" wherein the hospitals, recognized as referral hospitals, would provide cashless treatment based on identity cards issued by the Government and then obtain payment directly from the Government, which would cause no hardship to the patients.

13.02. The PRC 2010, after conducting a series of meetings with the employees, both serving as well as retired, suggested to the Government to formulate a new scheme to provide health cover to all employees by extending cashless treatment to them in recognized hospitals through the Dr. YSR Aarogyashri Health Care Trust. The Government accordingly approved the Employees Health Care Fund Scheme (EHF) and issued orders vide G.O.Ms.No.184, HM&FW(M2) Dept, dt.14.8.2012. Vide G.O.Ms.No.186, HM&FW(M2) Dept, dt.14.8.2012. Government also issued operational guidelines for implementation of the Employees Health Care Fund Scheme to provide cashless treatment to all the Government Employees, Pensioners and their dependent family members.

13.03. Subsequently, the Employees/Pensioners Associations made representations seeking certain modifications to the scheme. The then Chief Secretary to Government convened a meeting with the representatives of the Employees / Pensioners Associations on 06-12-2012, and made certain recommendations. Thereafter the matter was placed before the 'Group of Ministers' for their consideration. The Group of Ministers, after considering the recommendations of the then Chief Secretary to Government, recommended the implementation of 'Employees Health Scheme (EHS) and issue of Health Cards.

13.04. The Government has accordingly notified the 'Employees Health Scheme' vide G.O.Ms.No.174, HM&FW(M2) Dept. dt.01.11.2013 to provide cashless treatment to the employees and pensioners of the State Government and their dependent family members. The new scheme ipso facto replaced the existing medical reimbursement system under the APIMA Rules, 1972. On a review of the operation of the scheme, some of its features were modified later in G.O. Ms. No. HM&FW Department dated 29-10-2014 and other orders issued thereafter. Salient Features of the Scheme, as it stands now, are as follows:

Coverage: All regular State Government employees as well as provincialised work charged employees and employees of local bodies, all retired employees viz. service pensioners, family pensioners and re-employed service pensioners are covered.

Categories of employees excluded from the Scheme are those who are covered under other insurance schemes such as CGHS, ESIS, Railways, RTC., Aarogya Bhadratha of Police Department and Aarogya Sahayatha of Prohibition & Excise Department; Law officers (Advocate General, State Prosecutors, State Counsels, Government Pleaders and Public Prosecutors); Casual and Daily paid workers; Biological parents if adopted parents exist; all independent children; AIS officers/AIS pensioners and Judicial officers (working retired and family pensioners) who are entitled for medical facilities, medical allowances and reimbursement of medical expenses.

Benefits Covered: The scheme provides for in-patient treatment for the listed therapies/procedures under all specialties in the empanelled hospitals, both Government and private, and follow-up treatments of surgical and medical ailments. The patient requiring IP treatment in the empanelled hospital is entitled to receive cashless services. The scheme also provides for OP treatment for pre-defined long-term (chronic) diseases in notified hospitals. All employees above 40 years of age are also allowed free annual medical check-up.

Financial Coverage: The employees, pensioners and their dependent family members are eligible for a sum of ₹.2.00 lakhs (Rupees two lakhs only) per episode of illness with no limit on the number of episodes as existing in the APIMA Rules, 1972. However, in cases where the cost of treatment exceeds ₹.2.00 lakhs, cashless treatment will continue. For such cases the Chief Executive Officer, Aarogyasri Health Care Trust has been made responsible to settle the Hospital claims which exceed ₹.2.00 lakhs by following the standard claims settlement process after obtaining the approval of the Technical Committee constituted by the Government.

Financing: 50% of total amount under the scheme is to be borne by Government and the rest 50% by the employees / pensioners as their contribution.. The monthly contribution is ₹.90/- (for Slab A consisting of employees with Pay Grades from I to IV and Slab B consisting of employees with Pay Grades from V to XVII) and ₹.120/- (for Slab C consisting of employees with Pay Grades from XVIII to XXXII).

13.05. Government have also issued guidelines for issue of Health Cards to beneficiaries covered under the Employees Health Scheme vide G.O.Ms.No.175, Health & Medical(M2) Dept., dt.1.11.2013. While most of the government employees and retired pensioners have been covered under the Employees Health Scheme, there are some categories which are excluded from the purview of the scheme and who continue to be governed under the A.P. Integrated Medical Attendance Rules 1972, as amended from time to time.

13.06. Many Employees/Pensioners Associations have expressed various shortcomings/lacunae in the operation of the EHS. The main issues flagged during discussions are as follows:

- (i) Pensioners and their family members should be provided the facility of annual Master Health Check up on par with the serving employees;
- (ii) That many private empanelled hospitals are refusing to extend cashless treatment on production of Health Cards;
- (iii) Employees/Pensioners availing treatment in the bordering States should have access to cashless medical treatment facility;
- (iv) Several treatment procedures/ therapies have not been included for coverage under the scheme.
- (v) OP treatment for identified chronic diseases should be extended to the Private Hospitals also.

Recommendation

13.07. The Commission held discussion regarding the implementation of the scheme with the Joint Executive Officer and other staff of the Dr. YSR Arogyasri Trust. We are given to understand that at present the scheme covers 1885 procedures and for each one of them the package cost has been prescribed on the basis of recommendation of an Expert Technical Committee. There are existing instructions issued through G.O.Ms. No12, HM&FW (I.1) Department dated 23-01-2017 for effecting escalation of the package cost every year based on change in the All India Consumer Price Index Number. It is also brought to our notice that the utilisation of the scheme has grown substantially over the years, as evidenced by the increase in the number of pre-authorisations issued from about 58,000 in 2014-15 to 2,88,525 in 2018-19.

13.08. The main problem being encountered in the smooth functioning of the scheme appears to be the paucity of funds. We understand that the total estimated cost of operating the scheme during FY 2019-20 is about 2.5 times higher than the sum realised from out of the present quantum of contribution collected from the employees along with the matching contribution by the Government. The consequential delay in settlement of claims of networked hospitals are resulting in their reluctance in accepting Health Card covered patients for treatment.

13.09. Considering the above, we recommend the following:

- (1) Overall the Cashless Treatment facility (EHS) is a laudable one and should be continued;**
- (2) In order to ensure financial sustainability of EHS, the quantum of employees' contribution should be increased in steps over a period of time along with similar step-up in the Government contribution. Details regarding this may be worked out with the Employees' Associations. In the meanwhile, the shortfall in amount required may be met by the Government from budgetary provisions;**
- (3) The pending claims of the network hospitals should be settled expeditiously by releasing additional funds to the Arogyasri Trust;**
- (4) The facility of Annual Health check-up may be extended to the Pensioner and his/her spouse;**
- (5) The Dr. YSR Arogyasri Trust may hold talks with a few hospitals in Hyderabad, Bangalore and Chennai, empanelled by the concerned State Governments, for inclusion under the EHS. In the meanwhile, cost of medical treatment obtained in such hospitals may be reimbursed under the Medical Attendance Rules.**

CHAPTER-14

WORK CHARGED ESTABLISHMENT

14.01. The 'Work Charged' establishment has been a part of all the Engineering departments of the Government since a long time. These personnel are deployed mainly for keeping a watch on project execution and post completion maintenance of various public infrastructure. Traditionally, the remunerations payable to the complement of 'Work Charged' staff working on execution of a public infrastructure project is borne from out of the project cost itself by earmarking certain percentage (petty supervision charges) of the estimate for this purpose. Once the project is completed, the staff move out to a new project. Hence the nomenclature 'Work Charged'.

14.02. Originally, Government had authorised the Engineering departments to appoint the 'Work Charged' personnel on a temporary basis and, as such, the service rules that were applicable to the regular employees were not made applicable to them. However subsequently, on sympathetic consideration of the requests made by these employees, Government have substantially improved their service conditions. Some of the major decisions taken in this regard are outlined below in a chronological order:

- (1) Orders were issued, in G.O.Ms.No.407, Public Works Department dated 27.3.1972, provincializing the services of the Work Charged Establishment of all categories and branches of Public Works Department including Public Works (Projects Wing) Department employed in maintenance work, who had put in ten years of service. They were also extended the benefits such as Leave Travel Concession, Joining Time, Travelling Allowance etc. admissible to similar grades of employees in the Government.
- (2) Realising that the appointing authorities of this establishment in various Engineering departments were not adopting any uniform standard, either in the staffing pattern or in the remunerations paid to various categories, Government, vide G.O.Ms.No.107, Public Works Department dated 7.2.1974 broadly classified all the employees into five major segments, namely Unskilled, Semi-skilled, Skilled, Highly Skilled and Supervisory basing on the qualifications prescribed and nature of duties performed. Within these broad segments (and sub-segments) the various categories of posts were listed trade-wise. Another major decision taken was to specify standardised pay scales for each segment/ sub-segment of employees. This resulted in rationalisation of pay structure of the entire cadre of 'Work Charged' employees.

(3) The Government constituted a Committee vide G.O.Rt.No.577, General Administration Department, dated 6.2.1979 under the Chairmanship of Sri I.J. Naidu, IAS., the then Chief Secretary to Government, to look into the demands of the Work Charged, NMR and Contingent employees. The Government, after examining the report of the said Committee and the demands of the Work Charged employees, issued orders in G.O.Ms.No.212, Irrigation and Power Department, dated 29.3.1979 read with Memo. No.1300/PAC-II/79-1, Irrigation and Power Department dated 23.4.1979 to the effect that

- (a) all work-charged employees, who had completed 10 years of total service, be made eligible for benefits like leave, pension etc. on par with regular Government employees;
- (b) All work-charged employees with more than 5 years of service be made eligible for the benefits extended to provincialised work charged establishment under G.O.Ms.No.407, PWD, dated 27-3-1972;
- (c) NMR workers be absorbed in work-charged establishment as and when vacancies arise and
- (d) whatever concessions were admissible to temporary employees (Emergency Employees), for absorption as regular employees, would also be made applicable to work-charged employees for absorption into Government service.

The Government accepted the recommendations of the Committee vide G.O.Ms.No.566, Irrigation and Power Department, dated 5-10-1979. A clarification was also issued specifying the benefits that were admissible to work-charged employees consequent on the issue of the above orders.

(4) Government issued orders in G.O.Ms.No.69, Irrigation and Power Department, dt.9-2-1981 stating that the work-charged employees, who had completed 10 years of total service as on 29-3-1979, would be eligible for regular or temporary appointment to Government posts (which constituted direct recruitment) in the departments in which the work-charged personnel were working without the media of Employment Exchange, if they were originally appointed temporarily through the Employment Exchange, provided they satisfied the technical and/or educational qualifications and age qualification prescribed for direct recruitment (they were however not allowed to deduct the service rendered under emergency provisions of rules for purposes of computing the age limit) and were selected by the competent authority/ Agency for appointment.

- (5) Thereafter Government, vide G.O.Ms.No.130, Irrigation and Power Department dt.18-3-1981, ordered that all Work Charged Employees, who had completed 10 years of total service, be regarded as Government Servants with effect from 20-3-1979. It was also ordered that those who complete 10 years of service on subsequent dates would be treated as Government servants from such date of completion. These employees were allowed their existing scales of pay and conditions of work.
- (6) Government, in G.O.Ms.No.352, Irrigation and Power Department dt.7-8-1981, ordered that the Work Charged Employees, who became Government employees in pursuance of orders issued in G.O.Ms.No.130, Irrigation and Power Department, dt.18-3-1981, shall be designated as follows:
- i. On Maintenance side as "Maintenance Establishment"
 - ii. On Project Side as "Project Establishment"
 - iii. In other establishments as "Works Establishment".
- (7) Vide G.O. Ms. No.287 Finance & Plg. Dept dt. 09-12-1982, the retirement age of the employees of 'Work Charged' Establishment, who were treated as Government Servants pursuant to the provisions of G.O.Ms.No.352, Irrigation and Power Department dt.7-8-1981, was fixed at 60 years if they belong to the Last Grade Service and 58 years for others.
- (8) Subsequently the members of Work Charged Establishment, who were treated as Government Servants, were extended various benefits like Construction Allowance, HRA, advances, bus pass concessions, driver's special pay, availment of public holidays, recognition as 'civil servants' for the purposes of Art. 311 of the Constitution, family planning increment, maternity leave for female employees, compassionate appointments on medical grounds, payment of obsequies charges to the family of the deceased, Conveyance Allowance, Automatic Advancement Scheme etc.
- (9) Government took a major decision in respect of NMR employees vide G.O. Ms. No.143, Irrigation Department dt.16-03-1984 to the effect that all NMR workers, who completed five years of service, be converted as Work Charged employees without resorting to the normal process of recruitment as per rules. It was also ordered that with effect from the date of issue of the above mentioned G.O. there shall be no further recruitment of NMR workers.

14.03. The main grievances of the 'Work Charged' employees are briefly indicated below:-

1. To suitably amend the provisions of G.O.Ms. No.352, Irrigation and Power Department dt.7-8-1981 to change the nomenclature of the cadre as "Andhra Pradesh Engineering Maintenance Establishment" or "Andhra Pradesh Engineering Sub-ordinate Establishment".
2. That the working strength of the Work Charged establishment has come down considerably due to continuous attrition on account of retirement/ death etc. and ban on fresh recruitment. This has resulted in heavy burden of work on the serving employees. Hence it is requested to fix the cadre strength for the maintenance staff in all the Engineering departments and fill up the vacancies by permitting fresh recruitment.
3. To sanction Special Adhoc Promotion Post to the Work Inspectors as has been done in case of certain categories of Last Grade Service and General Sub-ordinate Service
4. Allowance/ Special Allowance related issues:
 - (a) To sanction Risk Allowance to Laskars and Mazdoors and Night Duty Allowance to employees engaged in the night;
 - (b) To sanction Fixed Travel Allowance to Work Inspectors, Laskars and Mazdoors;
 - (c) To enhance Conveyance Allowance payable to the differently abled employees, gallery allowance and stitching charges of uniform supplied to maintenance employees;
 - (d) For inclusion of shoes, rain coats and hand gloves as part of the uniform supplied to employees;
 - (e) For restoration of Conveyance Allowance to Work Inspectors (Panchayat Raj and R&B Department), Gang Mazdoor (R&B Department) and Laskar and Mile Coolies (Irrigation and Power Department)
 - (f) For payment of Construction Allowance and Additional HRA to employees deployed at Project sites
5. Pay scale related issues:
 - (a) The Work Inspector Grade-IV should be assigned a pay scale on par with that of the Technical Assistant of Engineering Departments;

- (b) The present anomaly of the Mechanic Grade-III (promotion category) and Fitter Grade-I (feeder category) receiving the same pay scale should be resolved by assigning a higher pay scale to the former;
 - (c) The categories of Blacksmith, Welder, Moulder, Plumber, Sheet Metal Worker, Carpenter and Mason may be bracketed and assigned the same pay scale;
 - (d) The category of Foreman should be included in Schedule-II and assigned a pay scale/ grade;
 - (e) To assign the same pay scale to all employees having same qualification, irrespective of the engineering department to which they belong;
 - (f) To assign higher pay scale to the Work Inspectors with ITI qualification;
 - (g) Road Roller Operators and Launch Drivers should be assigned pay scales on par with H.V. and L.V. Drivers respectively. Driver Grade-I and II should be assigned different pay grades;
 - (h) Fitters should be assigned the same pay grade as that of the Drivers;
 - (i) To assign higher pay scales to the Work Inspectors when compared to that assigned to the categories of Fitter, Plumber, Wireman, Mason, Painter, Welder etc.
6. To change the designation of Work Inspector as Work Supervisor;
 7. To allow compassionate appointment in the scale of pay of Technical Assistant (former Tracer);
 8. To sanction House Rent Allowance and Ambulance facility to the pensioners;

14.04. The main Grievances of the NMR employees working in the 'Work Charged' establishment are briefly indicated below:-

1. To regularise the services of NMR workers who did not satisfy the requirement of completion of five years of regular service by the cut-off date of 25-11-1993 specified in G.O. Ms. No. 212, Finance & Planning Dept., dt.22-04-1994;

2. To extend the following benefits
(ii) Gratuity (ii) Minimum pay plus Dearness Allowance and House Rent Allowance (iii) Medical facilities (iv) Obsequies Charges (v) Uniform
3. To count NMR service for the purpose of pensionary benefits in respect of those employees who have been regularised in terms of G.O.Ms. No.212.

Representation on behalf of Project Displaced Employees :

14.05. A request has been made to allow them the minimum pay in the time scale plus Dearness Allowance and House Rent Allowance and also to cover them with ESI and EPF benefits

Recommendations

- (a) The Commission feels that there is a continuing need for upkeep, maintenance and regulation of usage of the public infrastructure created by the various Engineering Departments of the Government. We have been given to understand that the Engineer-in-Chief, Irrigation and Power Department has submitted a report to the Government in September, 2014 stating that the dwindling strength of the Work Charged Establishment due to the ban imposed on fresh recruitment and persistent depletion of the existing staff on account of retirement, demise etc. has resulted in shortage of manpower for maintenance of completed projects and water regulation etc. He projected a total requirement of 11,787 staff (including the then working strength of 4545) in various cadres for maintaining the completed projects (dams, canals, sluices, water regulation, Camp Colonies, Inspection Bungalows, Workshops etc.) and requested the Government for creation of these posts on a permanent basis. Subsequently, the Government have desired that the proposal be reworked by duly taking into account the modern tools of management and monitoring and the desirability of shedding some of the non-essential nature of functions. Thereupon the Engineer-in-Chief has sent a revised proposal to the Government, vide his letter dated 19-03-2019, to consider approval of a revised permanent cadre strength of 3513 in respect of 19 categories of staff. The Engineer-in-Chief may be advised to review even this revised requirement afresh by examining whether certain non-critical activities like Camp Colony maintenance, Inspection Bungalow maintenance, watch and ward, sweeping/ cleaning etc. can be outsourced to external Service Agencies thus reducing the requirement of permanent staff. Similar exercise may be done expeditiously

by the other Engineering Departments as well. Once this exercise is completed the Government may sanction the permanent cadre strength in respect of each Department. The Commission also advises that a comprehensive set of common Service Rules encompassing all these employees should be framed setting out their classification/categorisation, methods of appointment, feeder/promotion categories, qualifications etc. The Engineering Departments should then be permitted to fill up the vacancies in the sanctioned strength.

- (b) The Commission further recommends that the 'Work Charged' Establishment may be renamed as the Andhra Pradesh Engineering Projects (Supervision and Maintenance) Subordinate Establishment.
- (c) The Commission finds that a Work Inspector joining in Grade-IV with the requisite basic academic qualification can get promotion right up to the level of Grade-I with experience alone. Hence there is no convincing logic for granting this category any relaxation in the application of conditions relating to the grant of SAPP scales.
- (d) Issues relating to Allowances have been dealt with at appropriate places in Volume-I of this Report and those relating to pay scales in Volume-II. Similarly the issues raised regarding the Pensioners have been considered under the Chapter devoted to them in Volume-I.
- (e) Consideration of the request for changing the designation of the category of Work Inspector and condensing the four categories into two are outside the purview of this Commission and the concerned Departments may take a view on the same.
- (f) Since the Commission has now assigned a higher pay grade of 9 to the category of Junior Assistant, under the existing scheme of compassionate appointment it would be permissible to give compassionate appointment in the category of Technical Assistant as it has also been recommended a par scale with the same pay grade of 9.
- (g) Under the Chapter titled 'Full Time Contingent, Contract and Outsourced Employees' we have discussed at sufficient length the request for regularisation of NMR and Contingent employees who did not satisfy the requirement of 5 years of regular service by the cut-off date of 25-11-1993 stipulated in G.O.Ms. No.212, Finance and Planning Department dated 22-04-1994

- (h) In respect of Gratuity, the Commission is of the view that the NMR employees, who put in the minimum eligible continuous service of five years, would be entitled to receive the same as per the provisions of the Payment of Gratuity Act, 1972. We advise the Government to obtain appropriate legal advice in this regard and regulate admissibility of Gratuity to the NMRs. The other benefits requested such as Medical Reimbursement and Obsequies Charges can be permitted only in respect of the regularised NMRs.
- (i) The Commission recommends that all the NMR employees, who have not been regularised but whose services are being utilised by the Government, be paid the minimum of time scale of pay assigned to the same category of regularised Work Charged employees along with admissible Dearness Allowance. The same benefit should also be extended to the Project Displaced employees who are working on consolidated pay on a full time basis.
- (j) The Commission finds that in W.P. No. 33936 of 2011 and batch, the Hon'ble High Court of Andhra Pradesh has, in its judgement dated 02-05-2018, directed that the Writ Petitioners therein be extended the benefit of reckoning their services rendered from the date of completion of five years of service, on or before 25-11-1993, for the purpose of their pension and pensionary benefits. The Commission has no information as to whether the Government has taken any decision to pursue further legal remedies against this order in the Apex Court, and if so the result thereof. In the circumstances, since the decision has general implication across the entire spectrum of Government Departments we leave it to be decided by the Government.
- (k) The other issue raised is regarding assignment of pay scales based on Court directions which held that the employees with ITI qualification should be granted pay scales based on the 'new common category' pay scales of 1986. The 'new common category' was however given up by the 1993 Pay Revision Commission itself. However a number of employees, who approached law Courts, seem to have obtained favourable orders which have become final. This is also an issue which should be examined by the department as it is a purely administrative issue. The concept of new common categories was raised by the Anomalies Committee 2004 and orders were issued vide G.O.Ms.No.508, Finance (PC-I) Department, dated. 10.06.2004. The 9th PRC however did not recommend any pay scales for new common categories as the Government orders issued in 2004 do not seem to have been operationalised. This Commission has assigned uniform pay grade-4 to most of the Work Charged employees with ITI qualification, such as Fitter Gr-II, Tradesman Gr-III, Plumber, Welder, Moulder, Blacksmith, Wireman/ Electrician Gr-II etc. having ITI Trade Certification qualification.

- (1) The Associations have also demanded that uniform pay scales should be assigned to similar categories working in the Irrigation, R&B and P. R. Department. The Commission has maintained parity among same categories of Work Charged employees working in different establishments, as has been requested.

CHAPTER -15

Contingent, Contract and Minimum Time Scale Employees

Contingent Employees

15.01. Article 63 and 93 of A P Financial Code Volume-I specifies the procedure for creation of temporary establishments. Earlier, the Heads of Departments and others, who were empowered to draw contingent bills, were authorized to employ unskilled workers at rates of remuneration laid down from time to time. Contingent employees are classified into two categories- Full-time Contingent Employees, required to work for 8 (eight) hours a day and Part-time Contingent Employees who work for 4 (four) hours or less per day.

15.02. The issue of regularizing the services of Full-time Contingent Employees was first addressed by a Committee constituted under the Chairmanship of Sri I.J. Naidu, IAS (Retd.). Based on the recommendations of the Committee, Government issued orders in G.O.Ms.No.38, Finance and Planning (FW-PRC-VI) Department dated 1-2-1980. As per these orders all Full-time Contingent Employees, created under specific Government orders and continued for a period of 10 years or more and required to be retained on a permanent basis, were to be converted into regular employees in the Last Grade Service. These orders also explicitly prohibited further appointment of Full-time Contingent Employees in all the Departments of Government and Local Bodies. Subsequently, in January, 1981, the Government further relaxed the condition for regularisation in service from 10 years to 5 years. Later, in the year 1983, Government ordered that all other Full-time Contingent Employees, including those in Projects not covered by the earlier two orders, be paid a remuneration of ₹.290/- per month, i.e. the minimum pay in the lowest grade of pay scale, from the date of completion of 5 (five) years of full- time contingent service. In the year 1989 this remuneration was increased to ₹.740/- per month i.e. the minimum of the lowest grade in the 1986 revised pay scales. These employees were also permitted to claim DA, HRA and CCA at applicable rates.

15.03. Subsequently, as per G.O.Ms.No.184, Finance Department dated. 28-6-1991, the Full-time Contingent Employees working in various projects, who fulfilled certain conditions, were converted into regular Government employees in the last grade pay scale of ₹.740-1150. Correspondingly, on further revision of pay scales in the 1993 PRC, similar orders were issued by the Government in G.O.(P).No.259, Finance Department dt.18-6-1993 for pay fixation of these employees in the Last Grade Service in the starting scale of ₹.1375-2375.

15.04. Those of the full time contingent employees, who could not be converted as last grade employees as per G.O.Ms.No.184, Finance Department dated. 28-6-1991, were allowed to draw the minimum basic pay of ₹.740/- p.m. in the Last Grade Service plus D.A., H.R.A and C.C.A. However the pay of such employees were not revised in the 1993 pay revisions.

15.05. As things stood thus, the Government found that various authorities in different institutions/ agencies/ instrumentalities under the Government have, over the years, irregularly appointed a large number of employees on Contingent/Daily Wage/NMR/Consolidated Pay/Temporary basis without following the procedural guidelines for recruitment, without even having vacancies in sanctioned posts and in complete violation of the rule of reservation. Such persons have also been continued in service for a long time without seeking any permission from higher authorities, thus causing serious drain on the Government's financial resources. In order to curb such blatantly irregular appointments, Government enacted Act-2 of 1994 prohibiting appointments of daily wage/ temporary employees in the offices and establishments under the State Government with effect from 25-11-1993. Further, on the direction of the Supreme Court of India, the Government formulated a policy vide G.O.Ms.No.212, Finance & Planning (FW, PC- III) Dept. dated 22-04-1994 for regularization of services of Contingent/Daily Wage/NMR/Consolidated Pay/Temporary employees, who had completed 5 years of continuous service as on 25-11-1993, subject to fulfilment of certain conditions stipulated therein.

15.06. Further, in response to several representations from Part Time Employees Associations for regularization of their services, Government issued orders in G.O.Ms.No.112, Finance & Planning (FW, PC-III) Department dated 23-7-1997 for regularization of services of Part Time Employees who had completed 10 years of continuous service as on 25-11-1993, subject to fulfilment of certain conditions prescribed therein.

15.07. In terms of the above mentioned schemes of regularisation several Full-time and Part-time Contingent/Daily Wage/Consolidated Pay/Temporary employees were regularised in service and have been receiving all the benefits available to the other similarly placed Government employees. However still many employees in these categories could not be regularised because of non-fulfilment of the conditions laid down in the said G.Os.

15.08. The Full-time Contingent Employees made a representation to the Pay Revision Commission, 1999 for enhancement of their remuneration on par with that of the last grade employees. But the Pay Revision Commission 1999 recommended for continuation of status quo. The next PRC (2005) recommended a minimum remuneration of ₹.3850/-p.m. to Full-time Contingent Employees (minimum pay of last grade services)

who could not be converted as regular employees. It also recommended that they may be paid H.R.A, D.A and C.C.A as applicable. These recommendations were given effect to by the Government. These wages were further improved to ₹.6,700/- and ₹.13,000/- p.m. respectively, along with admissible HRA, D.A and CCA, based on the 9th and 10th PRCs recommendations. However, the whole issue was revisited again by placing the matter before a Group of Ministers (GoM), keeping in view the judgement of the Hon'ble Supreme Court in C.A. No.213 dated 26-10-2016. The GoM recommended to extend minimum pay plus D.A. in RPS 2015 to all the Full-time Contingent/NMR/Daily Wage/Consolidated Pay/Part-time employees who were drawing minimum pay + DA in RPS, 2010. Accordingly orders were issued in G.O.Ms. No. 142 Finance (HR-I-Plg. & Policy) Dept. dated 27-08-2018.

Contract and Outsourcing Employees

15.09. Government has been permitting appointments of persons on Contract as well as Outsourcing basis to cater to the needs of various departments for due discharge of their mandated functions. The departments have also been permitted to outsource various service functions to outside agencies. In G.O.Rt No. 4271, Finance (SMPC) Dept. dated 01-11-2008 Government issued comprehensive guidelines in the matter of engagement of Outsourced employees. These guidelines were reviewed by the Government and a fresh set of guidelines were issued in G.O.Ms No. 151 Finance (HR-I-Plg. & Policy) Dept. dated 08-08-2016. In the latter the remuneration payable to the outsourced functionaries were enhanced from 01-08-2016. In respect of Contractual employees, in G.O.Ms. No.12, Finance Dept. dated 28-01-2019, the remunerations were re-fixed with effect from 01-04-2019 at the minimum of the time scale of the equivalent category in regular employment in the Government.

Representations received

15.10. The Employees' Associations made the following requests before the Commission:

- 1) To pay salaries on par with the regular employees
- 2) To extend leave and other benefits on par with the regular employees
- 3) To sanction Maternity Leave to women up to 180 days with pay
- 4) To extend benefits like Gratuity, Accident Insurance, Health Insurance/Health Cards, ESI, PF, Retirement benefits, Pension etc.
- 5) To grant minimum pension of ₹.15,000 to those who attain the age of superannuation or die without getting their services regularised
- 6) To sanction funeral charges of ₹.15,000 as in the case of regular employees

- 7) To pay wages from the Government treasury to those working in Gram Panchayats
- 8) To allow 12 months' salary to those working in vacation departments
- 9) To cover the employees under the Scheme of Compassionate Appointment
- 10) To allow TA/FTA to the field staff working in Engineering Departments
- 11) To treat the services of Pilots, Emergency Medical Technicians etc. of 108 Emergency Services as technical on par with Staff Nurses
- 12) The teaching mentors in RGUKT be treated on par with Lecturers
- 13) To amend Act 2 of 1994 and regularise all those appointed prior to 25.11.1993 and implement the recommendations of the Tenth PRC in this regard
- 14) To implement the recommendations of PRC from the same date as that in respect of regular Government employees

Recommendations/ Observations of the Commission

15.11. Our recommendations/ observations on the above mentioned requests, seriatum are as follows:

1. As has been mentioned in an earlier para, the State government, in obedience of the judgements of the Apex Court in C.A. No.213 dated 26-10-2016, issued orders to pay remuneration (Basic Pay + D.A.) at the minimum of time scale of equivalent category of Government employee discharging the same function [vide G.O.Ms. No. 142 Finance (HR-I-Plg. & Policy) Dept dated 27-08-2018 and G.O.Ms. No.12, Finance Dept. dated 28-01-2019].
2. In G.O.Ms.No. 26, Finance (HR-I) Dept. dated 19-02-2019 Government have granted 180 days of paid maternity leave and 15 days of C.L. per annum to the Daily Wage/ NMR/Consolidated Pay/ Contingent employees who joined service before 25-11-1993. In respect of Outsourced and Contractual employees Government have allowed 60 days of paid maternity leave (G.O.Ms. No. 53, Fin (HR-I) dated 1-5-2018). Obviously these employees would not be entitled to the benefit of Earned Leave or Half Pay Leave since they have not been regularised in service.
3. Already covered above

- 4&5. The Commission is of the view that these benefits cannot be extended to other than regular employees in continuous employment.
6. **Payment of Funeral Charges @ ₹.15,000 has already been extended to these employees vide G.O.Ms. No. 119, Fin(HR-I) dated 1-8-2018 and G.O.Ms. No. 26, Fin(HR-I) dated 19-2-2019. The same may be enhanced to ₹.20,000/- on par with regular Government employees, as now recommended by this Commission.**
7. This is an administrative matter which, in our view, does not come under our remit.
8. Paid vacation (in vacation departments) is a kind of Earned Leave to which only regular employees are entitled to. Hence the Commission does not find any merit in this demand.
9. Ordinarily, all appointments in public service should be made strictly on the basis of open notification of vacancies and selection on the ground of comparative merit. This is the mandate of Articles 14 and 16 of the Constitution. The Scheme of Compassionate Appointment has been considered legally as a reasonable exception to this established principle. It is a special dispensation allowed by the State to the families of regular employees, who die in harness. Hence, in the Commission's view it would not be proper to extend the Scheme of Compassionate Appointment to cover the families of employees, who themselves have not been regularised in service, and thereby further constrict the scope for open selection from the market. Hence we find no merit in this request.
10. **The Commission recommends that in case a Contingent/ Daily Wage employee is sent on tour on official duties, he/she should be paid TA/FTA, as the case may be, at rates applicable to regular Government employees of equivalent rank, so as to defray his/her travel expenses**
- 11 & 12. The staff of 108 service and mentors in RGUKT are not Government employees and hence they do not come under the purview of this Commission

13. The request is for regularisation in service of the Contingent/Daily Wage/Consolidated Pay/ NMR employees who joined service prior to the cut-off date of 25-11-1993 by removing the requirement of completion of 5/10 years of service by that date. The 10th PRC recommended that, as a humanitarian gesture, those employees in the above mentioned categories, who had already completed 20 years of service as on the date of its report, may be regularised in service as a special case.

The Commission has given a very thoughtful consideration to this issue which crops up before every PRC. We have also carefully gone through the judgements of the Hon'ble Supreme Court in several cases which came up before it on the issue of regularisation in service of temporary employees designated differently. It would be pertinent here to quote a few observations of the Hon'ble Court. In C.A. No. 3595-3612 in Secretary, State of Karnataka and others Vs. Umadevi and others, the Court observed as follows:

"4. This Court has also on occasions issued directions which could not be said to be consistent with the Constitutional scheme of public employment. Such directions are issued presumably on the basis of equitable considerations or individualization of justice. The question arises, equity to whom? Equity for the handful of people who have approached the Court with a claim, or equity for the teeming millions of this country seeking employment and seeking a fair opportunity for competing for employment? When one side of the coin is considered, the other side of the coin, has also to be considered and the way open to any court of law or justice, is to adhere to the law as laid down by the Constitution and not to make directions, which at times, even if do not run counter to the Constitutional scheme, certainly tend to water down the Constitutional requirements. It is this conflict that is reflected in these cases referred to the Constitution Bench.

5. The power of a State as an employer is more limited than that of a private employer inasmuch as it is subjected to constitutional limitations and cannot be exercised arbitrarily (See Basu's Shorter Constitution of India). [Article 309](#) of the Constitution gives the Government the power to frame rules for the purpose of

laying down the conditions of service and recruitment of persons to be appointed to public services and posts in connection with the affairs of the Union or any of the States. That Article contemplates the drawing up of a procedure and rules to regulate the recruitment and regulate the service conditions of appointees appointed to public posts. It is well acknowledged that because of this, the entire process of recruitment for services is controlled by detailed procedure which specify the necessary qualifications, the mode of appointment etc. If rules have been made under [Article 309](#) of the Constitution, then the Government can make appointments only in accordance with the rules. The State is meant to be a model employer. The [Employment Exchanges \(Compulsory Notification of Vacancies\) Act, 1959](#) was enacted to ensure equal opportunity for employment seekers. Though this Act may not oblige an employer to employ only those persons who have been sponsored by employment exchanges, it places an obligation on the employer to notify the vacancies that may arise in the various departments and for filling up of those vacancies, based on a procedure. Normally, statutory rules are framed under the authority of law governing employment. It is recognized that no government order, notification or circular can be substituted for the statutory rules framed under the authority of law. This is because, following any other course could be disastrous inasmuch as it will deprive the security of tenure and the right of equality conferred on civil servants under the Constitutional scheme. It may even amount to negating the accepted service jurisprudence. Therefore, when statutory rules are framed under [Article 309](#) of the Constitution which are exhaustive, the only fair means to adopt is to make appointments based on the rules so framed.”

Similarly, in C.A. No. 3702 of 2006 in Manjula Bhasini and others Vs. M.D., A.P. Women’s Co-op Finance Corporation Ltd. and others the Hon’ble Apex Court made a caustic observation as follows:

“State of Andhra Pradesh was no exception to the aforementioned malady. Thousands of persons were employed in different departments of the Government and agencies/instrumentalities of the State on daily wages or nominal muster roll or consolidated pay or part time basis. In some cases employment was given despite the fact that sanctioned posts were not available. Even if the posts existed, the concerned authorities neither issued advertisement nor sent requisition to the employment exchange(s) and made appointments in complete disregard of Articles 14 and 16 of the Constitution and the relevant statutory provisions including the 1959 Act depriving thousands of unemployed persons of their right to be considered for appointment to public posts/offices”

.....
“.....Therefore, they approached the State Government through their mentors and sympathizers in the political and bureaucratic set up and succeeded in getting the rigor of that section relaxed. This is evinced from the fact that by taking shelter of the judgment of this Court in [State of Haryana v. Piara Singh \[\(1992\) 4 SCC 118\]](#) and using its executive power under [Article 162](#) of the Constitution, the State Government issued G.O.Ms. No.212 dated 22.4.1994 (hereinafter referred to as ‘G.O. dated 22.4.1994’) for facilitating regularisation of the services of those employed on daily wages or nominal muster roll or consolidated pay subject to the condition that such persons had worked continuously for a minimum period of 5 years and were continuing on 25.11.1993.....”

.....
“.....It is now well settled principle that by reason of a catena of decisions of the High Court as also of the Supreme Court of India a prolonged service would not ripen into permanence nor by reason thereof the status of employee can be changed.”

It is clear from the above that the Hon’ble Apex Court has taken a serious note of the appointments made in public services in violation of the Constitutional mandates of Art.14 and 16. A large number of such employees have already been regularised in terms of

the scheme of regularisation envisaged in G.O.Ms. No. 212 and 112. In our view, relaxing even these provisions to regularise other Contingent/Daily Wage/NMR/ Consolidated Pay etc. employees would send wrong signals to both seekers and givers of such irregular appointments. Moreover, such a step would take away from all the legitimate job aspirants the right and opportunity for being considered under a fair, equitable, merit based and lawful mode of appointment to public posts. We are therefore unable to persuade ourselves to agree with the demand for regularisation from these categories of employees.

- 14. The Commission fully appreciates the resentment expressed by these employees stating that the revision in their remuneration, basing on the recommendation of the Pay Revision Commission, and as accepted by the Government, often comes into effect with considerable time lag after the pay revision is effected in respect of the regular Government employees. This causes a lot of anguish among them. The Commission therefore recommends that the revision in remuneration in respect of these employees may be given effect to simultaneously (with effect from the same date) with the regular Government employees.**
- 15. The principle of 'equal pay for equal work' has been very clearly postulated in the judgement of the Hon'ble Supreme Court in C.A. No.213 dated 26-10-2016. Accordingly, the Commission recommends a remuneration of ₹.20,000/- p.m. (i.e. the minimum pay of Last Grade Employees in the proposed RPS) plus DA to the Full-time Contingent/Daily Wage/ Consolidated Pay/NMR employees whose services were not regularized and who are already drawing a remuneration of ₹.13,000/- p.m. + DA in the 2015 RPS.**
- 16. Following the same principle as mentioned above, in respect of Contract employees also the remunerations may be fixed at the minimum of the time scale, in the now revised pay scale, of the equivalent category in regular employment in the Government.**

Home Guards:

15.12. There are about 12,000 Home Guards now working with the Police Department and ancillary departments and performing variety of jobs such as Electrician, Computer Operator, Driver, Cook, Plumber etc., in addition to assisting the Police Department in the management of law and order, traffic and crimes. The Home Guards are appointed under the Home Guards Act 1948 as Volunteers in Home Guards Voluntary Organization after following a process of selection by the Superintendents of Police. These Home Guards are being paid daily allowance of ₹.600 with effect from 18.6.2018. They are paid daily allowance for the days they are actually engaged in work. They have no prospects of regularisation in Government service. However, a special quota of 10% of the posts of Police Constables is earmarked for the Home Guards. At present there is no social security net provided to the Home Guards as they are not recognised as regular Government employees.

15.13. The Home Guards have requested the Pay Revision Commission for the following:

- (i) To recommend to the Government for an increase in their allowances as per the orders of the Hon'ble Supreme Court.
- (ii) To allow them TA/DA when they are deputed for bandobaust duty

Recommendation

- (i) As regards item (i) above, the Commission finds that in Grih Rakshak, Home Guards Welfare Association Vs. State of H.P. & Others, the Hon'ble Supreme Court ordered that

"..... However, taking into consideration the fact that Home Guards are used during the emergency and for other purposes and at the time of their duty they are empowered with the power of police personnel, we are of the view that the State Government should pay them the duty allowance at such rates, total of which 30 days (a month) comes to minimum of the pay to which the police personnel of State are entitled."

Keeping the above orders of the Apex Court in view, we recommend that the Home Guards be paid Daily Allowance at the rate of 1/30th of the Minimum Pay (in the Revised Pay Scale recommended in this report for the Police Constables) plus Dearness Allowance thereon at the rates applicable to the Government employees from time to time.

- (ii) The Commission recommends that the Home Guards may allowed to draw TA/DA at the rates applicable to Police Constables when they are sent on bandobaust duty to a place which is more than 8 km. from their normal place of duty.**

CHAPTER-16

Differently Abled Employees and Pensioners

16.01. As per the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, a “person with disability” means a person suffering from not less than 40 per cent of any disability as certified by a medical authority. “Disability” as defined in Section 2(i) of the Act means– (i) blindness (ii) low vision (iii) leprosy cured (iv) hearing impairment (v) locomotor disability (vi) mental retardation (vii) mental illness. In consonance with the provisions of Section 34 (1) of the Rights of Persons with Disabilities Act, 2016, orders have been issued in G.O.Ms. No. 4 Department for Women, Children, Differently Abled and Senior Citizens date 09.02.2019 providing reservation in the appointments and in promotions in every Government establishment of not less than four per cent of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities of which, one per cent each shall be reserved for persons with benchmark disabilities under clauses (a),(b) and (c) and one per cent for persons with benchmark disabilities under clauses (d) and (e) namely;

- (a) Blindness and low vision,
- (b) Deaf and hard of hearing;
- (c) Locomotor disability including cerebral palsy, Leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
- (d) Autism, intellectual disability, specific learning disability and mental illness;
- (e) Multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities.

16.02. Besides, the upper age for entry into Government service is relaxed by ten years for the differently abled.

16.03. The facilities conferred by the State Government at present, the various requests put forth by different association and the Commission's recommendations (details discussed in appropriate Chapters) are as under:

i) Enhancement of Special Pay to Teachers working in Schools for Visually Handicapped and Hearing Handicapped Children

Sl. No.	Category	Special Pay (₹. p.m.)		
		Existing	Request	Recommended
1.	Principal	450	1000-1500	650
2.	Post Graduate Teacher	375	800-1200	550
3.	Trained Graduate Teachers/ L.T. Assistants/ School Assistants and Language Pandits Grade-I	375	800-1200	550
4.	Secondary Grade Basic Training Teachers & Language Pandits Grade-II	300	700-900	430
5.	Higher Elementary Grade Teachers	190	500-750	300
6.	Special Teachers: a)Mobility Orientation Training Teacher (MOTT) b)Craft Teacher c)Music Teacher d)Physical Education Teacher (PET)	190	500-750	300

ii) Increase in Conveyance Allowance

16.03. The existing rate is 10% of basic pay subject to a maximum of ₹.1350 p.m. The requests are to enhance the maximum limit to amount ranging from ₹.4000 - 7000 p.m. The rates have been recommended to be revised to 10% of basic pay subject to a maximum ceiling of ₹.2000/- per month.

iii) Enhancement of Reader's Allowance

Category	Reader's Allowance (₹. per month)		
	Existing	Request	Recommendation
Secondary Grade Teachers (including Craft Instructors)	600	2400 to 4000	800
School Assistants	750	3000 to 4500	1000
Junior Lecturers and above	900	3600 to 5000	1200

iv) Grant of Special Allowance for child care for women with disabilities

16.04. The Commission has positively responded to the request for grant of child care allowance to women employees with disabilities. The Commission feels that this is a very genuine request since it is pretty difficult for a physically challenged woman employee to take adequate care of the child on her own without additional assistance. It has therefore been recommended to grant Childcare Allowance @ ₹.1500/- per month for a period of 12 months from the date of child birth. This allowance may be made payable for a maximum of two children.

v) Sanction of Scribe Allowance

16.05. The Commission has recommended that 'Scribe Allowance', may be paid to the orthopedically challenged employees, not having both the hands, to engage scribes for their assistance. **This may be paid at the rate of ₹.1000/- per month.**

vi) Public Holiday or Special Casual leave on the occasion of birthday of Louis Braille

16.06. The Commission has recommended to notify the birthday of Louis Braille as an Optional Holiday.

vii) Special consideration in Transfers

16.07. Orders have been issued in G.O. Ms. No. 45, Finance (HR I Plg. & Policy) Department dated 24.06.2019 lifting the ban on transfers from 25th June, 2019 to 5th July, 2019. Among others, it was ordered therein that preference would be given in the choice of place of posting to the employees with disabilities of 40% or more as certified by a competent authority. This policy may be continued in future also.

viii) Sanction of 7 days Special Casual leave for getting the artificial limbs fixed

16.08. The Commission has recommended (Chapter-10) that orthopedically challenged employees, who need to replace prosthetic limb(s), may be granted Special Casual Leave of up to 7 working days in a calendar year, if so required, on production of medical certificate to that effect.

ix) Enhancement of Medical Allowance payable to the retired employees

16.09. The Commission has recommended for increasing the allowance to ₹.500/- per month

x) Provide free aids and appliances

16.10. The Commission recommends that the Government may grant personal loan amounting to 80% of the cost of aids/appliances suitable for the specific nature of disability of the concerned employee at a concessional rate of interest of 4% for this purpose.

16.11. The Commission feels that the Government, being an ideal employer, view the following requests sympathetically and provide the concerned facilities so as to make the office environment more user friendly to the differently abled employees:

- 1) Provide special computer software for use by the visually handicapped employees;
- 2) Fix Braille signage near lift, toilets, canteen, fire exit, room numbers/ Section names etc;
- 3) Make available material for departmental tests in Braille format;
- 4) Provide audio output and beep sound in biometric attendance;
- 5) Provide Text Books and training modules in Braille format for the blind teachers

16.12. The Commission does not see much merit in the following requests received by it and is therefore not inclined to recommend them to the Government:

- 1) Sanction of Special Casual leave for 10 days in a calendar year for participation in conferences / seminars/ trainings/ workshops related to the differently abled and their empowerment
- 2) Incentive for normal persons to marry Differently abled employee
- 3) Double the Medical Allowance to service/family pensioners
- 4) Constant Attendance Allowance for retired employees with 100% disablement @ ₹.4500 p.m.

- 5) Sanction of Full pension (Half of the Last pay drawn irrespective of length of service)
- 6) Allow voluntary retirement after 20 years of service with full pension and provide compassionate appointment to eligible family member
- 7) Financial assistance of ₹.5 lakhs.
- 8) Sanction of an amount of ₹. 5,000 for felicitation on the date of retirement
- 9) Extra care allowance to the employees with Bench Mark disability having differently abled children
- 10) Sanction of House Rent Allowance to the blind teacher Pensioners

CHAPTER - 17

PENSIONARY BENEFITS

17.01. One of the terms of reference of the Commission is it to examine and review the existing pension structure for pensioners and make recommendations which may be desirable and feasible.

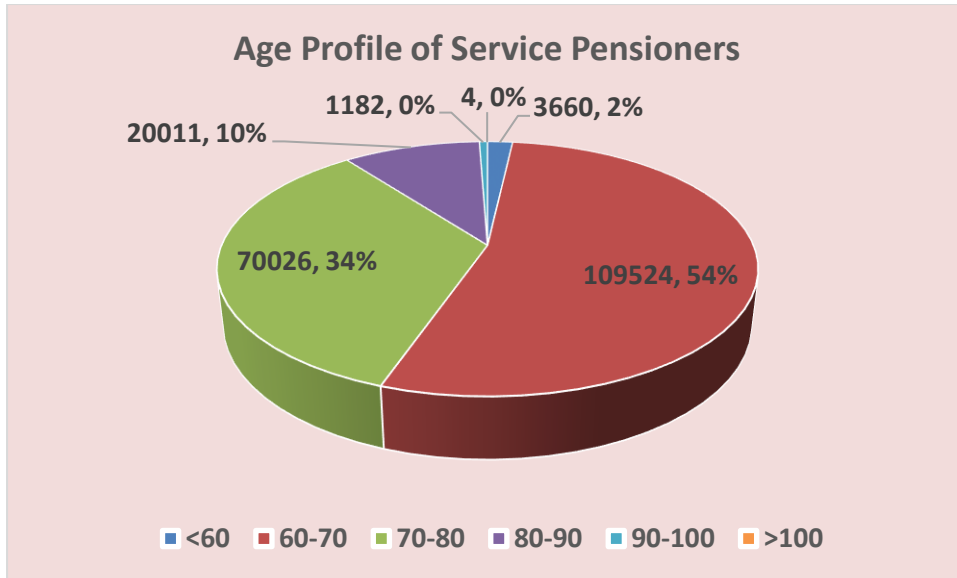
17.02. The Constitution of India defines Pension in the following words:

“Pension means a pension, whether contributory or not, of any kind whatsoever payable to or in respect of any person, and includes retired pay so payable; a gratuity so payable and any sum or sums so payable by way of the return, with or without interest thereon or any other addition thereto, of subscriptions to a provident fund”

17.03. In ordinary parlance ‘Pension’ is a fixed amount, other than wages, paid at regular intervals to a person or person’s surviving dependants in consideration of the past service rendered. The Hon’ble Supreme Court has reiterated that pension is not a bounty of the State. It is earned by the employee for service rendered to fall back upon after retirement. As of June, 2019 Andhra Pradesh has a total number of 3,49,095 pensioners comprising of 2,04,407 (59%) Service and 1,44,688 (41%) Family Pensioners. The total budgetary provision towards pensionary charges in the F.Y. 2019-20 (B.E.) is of the order of ₹.15,338 Cr. (including ₹.13,886 Cr. towards Pension, ₹.1,327 Cr. for Gratuity and ₹.125 Cr. for Medical Reimbursement).

17.04. The age profile of the pensioners is as given below:

Category	Age Group						Total
	< 60	60-70	70-80	80-90	90-100	> 100	
Service Pensioner	3,660 (2%)	1,09,524 (53.5%)	70,026 (34%)	20,011 (10%)	1,182 (0.5%)	4	2,04,407
Family Pensioner	1,07,609 (73%)	15,161 (10%)	14,106 (12%)	7,291 (4.7%)	517 (0.3%)	4	1,44,688
Total	1,11,269	1,24,685	84,132	27,302	1,699	8	3,49,095



17.05. The above Table shows that about 88% of the Service Pensioners are in the age group of 60-80. This implies that as on 01-07-2018, which is the reference date for the current pay revision, a vast majority of the Service Pensioners are those who retired after implementation of the Master Scale in 1993.

17.06. The State Government employees are at present governed by the A.P. Revised Pension Rules, 1980 and the A.P. Civil Service (Commutation) Rules. Keeping in view the existing rules and the requests made by the associations and individuals the following recommendations are made:

1. Quantum of Pension

17.07. At present pension is calculated basing on the length of qualifying service, subject to a maximum of 33 years and a minimum of 10 years, and on the last pay drawn. A retiring employee is entitled to add to his qualifying service, by way of weightage, service not exceeding five years. However, the aggregate qualifying service after such addition, should not, in any case, exceed the maximum service (i.e. 33 years) to earn full pension. The minimum admissible pension as per the 2015 RPS is ₹.6,500/- p.m. (i.e. 50% of the minimum pay of serving employees). The Associations have requested for the following:

- a. To allow full pension after 20 years of service instead of 33 years on par with the Government of India employees. Another related request is to allow service weightage of 8 years as was recommended by the 10th PRC;
- b. The pension should not be less than 50% of the minimum of the revised scale of pay of the post from which the employee retired. A related request is for introduction of the 'Principle of One Rank One Pension (OROP)';

- c. Additional quantum of pension may be granted from the age of 65 years onwards;
- d. Full pension may be enhanced from the present level of 50% to 60-70% of last pay drawn.

Recommendations

- a. The Government of India, as a result of the recommendations of 6th CPC, liberalised the eligibility condition for receiving full pension to its employees by reducing it from completion of 33 years to 20 years of continuous service. The logic advanced by the 6th CPC for drastically decreasing the number of years of service required to receive full pension was that many employees, who are not satisfied with their jobs and therefore want to change/ improve their careers feel discouraged to do so for losing the full pension if they leave early. Although there is some justification in this argument, we could not persuade ourselves to fully agree with the same, for such a measure would equate an employee who leaves the Government service for better prospects after 20 years of service with another who puts in a long loyal service of 28 years or more in the government. We feel this is inequitable for the latter set of employees and is also not equally fair to both the employee and the employer (Government). Such a dispensation of granting unearned benefit of 8 years of service is also contrary to the views expressed by the Hon'ble Supreme Court that pension is not a bounty of the State but *earned* (italics added) by the employee for service rendered to fall back upon after retirement. We therefore refrain from making a similar recommendation to the State Government.

In so far as the service weightage is concerned, we have three observations to make. Firstly, we find that in G.O.Ms.No.147, Finance (HRM-IV) Department dated 30-06-2014 Government has revised the age of superannuation for its employees from 58 years to 60 years. Effectively this means an employee, who joins Government service at an age up to 32 years, can satisfy the requirement of getting full pension. Most of the Government employees join service before reaching this age. Secondly, the service weightage of 5 years already works out to 50% of the minimum qualifying service of 10 years. Hence raising it further would be disproportionately high. Thirdly, the other argument that such a provision would help those who join service at a very late age (i.e. > 32 years) taking advantage of the relaxation of maximum age limit for entry into Government service, has been rebutted by the 9th PRC stating that the number of such persons is low and most such persons migrate from some existing employment. We agree with this view of the 9th PRC.

The Commission therefore recommends that the existing provision of full pension after 33 years of qualifying service with 5 years of service weightage is quite justified and need not be changed.

- b. The pay scale of any category of Government employee gets revised from time to time on the basis of recommendations of the PRCs. The new pay scale can be either the corresponding scale to the existing pay scale or a few grades higher. Lowering of pay scale arises very rarely only to rectify some obvious anomaly/ mistake. The increase could be due to improvement in the qualifications prescribed for the post, change in the feeder/promotion categories or change in assessment of the nature of duties, responsibilities and administrative powers or a combination of these factors. In view of this, the past and present pay scales may not have one-to-one correspondence. It has also been observed that in several departments the designations of some categories of posts get changed over a period of time and in some other cases the same posts stand upgraded due to administrative restructuring. Hence, fixation of pay at 50% of the minimum (pay) in the revised pay scale of the same category would entail very cumbersome exercise of verification of old service records/ service rules/ and drawing equivalence between past and present designations and would thus take enormous time. It is also to be noted that after the introduction of Master Scale concept (1993 RPS), in which about 88% of the present pensioners have retired, in whichever category of posts there is no improvement in pay scales over the years, the old pensioners do not get less pension than 50% of the minimum of the pay scale assigned to that category. It is also noticed that a situation of a pensioner getting lower than 50% of the minimum of pay scale assigned to his/her category would arise only if he/she retires at the bottom end of the pay scale. Hence the number of such cases would be very small, especially since the fitment benefits sanctioned by the Government in the 1999, 2010 and 2015 RPSs have been much higher than those recommended by the respective PRCs.

Regarding adoption of OROP, the Commission is of the view that, for obvious reasons, OROP will entail a huge increase in financial outgo. Moreover, for the reason stated above it would be extremely difficult to draw rank equivalence among civilian employees working in different times, with widely different duties and responsibilities and differing service rules. The Government of India, after a lot of deliberations, implemented OROP in the Defence Services only which is a rank based homogeneous organisation with well-defined hierarchy. In respect of Civilian services it is only in respect of the Apex (fixed) scale of AIS that OROP is applicable at present. **Hence this Commission is not in agreement with the propositions of the Association regarding pension fixation at 50% of the minimum of revised pay scale or the adoption of OROP.**

- c. For the first time the 6th CPC recommended for grant of additional quantum of pension to pensioners above the age of 80 so as to provide for extra financial support to the relatively older pensioners as the expenses on account of medical and personal care generally tend to increase greatly with advancing age. This was accepted by the Government of India. The rates recommended by the 6th CPC are as follows:

Age of Pensioner/Family Pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of basic pension
From 85 years to less than 90 years	30% of basic pension
From 90 years to less than 95 years	40% of basic pension
From 95 years to less than 100 years	50% of basic pension
100 years or more	100% of basic pension

The 9th PRC (State level) advanced another reason for grant of additional quantum of pension. It stated that instead of attempting the laborious and impractical process to refix pension of old pensioners at 50% of the minimum in the revised scale, it would be preferable to grant additional quantum of pension after 75 years of age. This recommendation of the 9th PRC was implemented by the Government. The 10th PRC made a recommendation to grant additional pension starting from the age of 70 and also enhanced the percentage of such additional pension. Based on this, Government has issued orders vide G.O.Ms.No.6, Finance (Pension-I) Dept dated 12-01-2019 as follows:

Age of Pensioner/Family Pensioner	Additional quantum of pension
From 70 years to less than 75 years	10% of basic pension
From 75 years to less than 80 years	15% of basic pension
From 80 years to less than 85 years	20% of basic pension
From 85 years to less than 90 years	25% of basic pension
From 90 years to less than 95 years	30% of basic pension
From 95 years to less than 100 years	35% of basic pension
100 years or more	50% of basic pension

For the reasons cited supra, we respectfully do not agree with the reasoning advanced by the 9th PRC that additional quantum of pension should be granted for the purpose of compensating the old pensioners and bringing them on par with the new pensioners . Having said so, we are of the view that it is justified basically for the reason of providing greater financial support for the increasing health care expenses of older pensioners.

Considered from this perspective, the general improvement in longevity and increase in active work life, the Commission is of the view that 70 years is a reasonable threshold point for grant of additional quantum of pension. We accordingly recommend grant of additional quantum of pension on the Revised Consolidated Basic Pension/ Revised Consolidated Basic Family Pension at the following enhanced rates:

Age of Pensioner/Family Pensioner	Additional quantum of pension
From 70 years to less than 75 years	10% of basic pension
From 75 years to less than 80 years	15% of basic pension
From 80 years to less than 85 years	20% of basic pension
From 85 years to less than 90 years	30% of basic pension
From 90 years to less than 95 years	35% of basic pension
From 95 years to less than 100 years	40% of basic pension
100 years or more	50% of basic pension

We also recommend that the other detailed instructions issued in G.O.Ms. No 100, Finance (Pension-I) Department dated 06-04-2010 relating to the manner of exhibition of the additional quantum of pension in the revised Pension Payment Order and its regulation would apply mutatis mutandis.

- d. Right since the coming into force of the Andhra Pradesh Revised Pension Rules, 1980 the full pension on superannuation has been limited to 50 % of the last pay drawn. The same rate is now applicable to the Central Government employees also. The pay scale now recommended would mean an increase of pay at the minimum stage of the Master Scale by nearly 14.5 times over that of the 1993 RPS. The reckonable last pay drawn would increase further because of the substantially higher rates of fitment granted by the Government over and above the rates recommended by the 1999, 2010 1nd 2015 PRCs. **In view of this, we are not inclined to recommend any increase in the rate of pension.**

2. Consolidation of Pension/ Family Pension & Dearness Relief thereon

17.08. Since 01-07-1992 the amount of pension / family pension payable to pensioners is being revised, on revision of pay scales of serving employees, by adopting the same formula as applicable to re-fixation of pay of serving employees in the Revised Scales of Pay as recommended by the PRCs. The Associations have requested for fitment benefit ranging from 55 to 60%.

Recommendation

17.09. The Commission has already recommended a fitment benefit of 27% in Chapter-6 of this report. The Commission recommends consolidation of pension/ family pension from 1-7-2018 onwards applying the same formula as adopted for the re-fixation of pay of serving employees in the revised pay scale. This may be done by adding to the existing basic pension the amount of Dearness Relief admissible thereon as on 1-7-2018 and 27% of the basic pension/ family pension as fitment. The revised amount may be termed as Revised Consolidated Basic Pension/Revised Consolidated Basic Family Pension with effect from 1-7-2018.

17.10. The commission further recommends to pay Dearness Relief on such Revised Consolidated Basic Pension / Revised Consolidated Basic Family Pension with effect from 1-7-2018 at the same rates as applicable to serving employees from time to time.

3. Anticipatory Pension

17.11. As per rule 51 (A) of APRPRs 1980, anticipatory pension shall be drawn by the Head of Office concerned irrespective of the fact whether the pension papers have been sent to the Accountant General or not and disburse the same to the pensioner. The amount of anticipatory pension is 4/10th of the last drawn pay provided the Govt. servant has put in 33 years of qualifying service by the time of retirement. If the Govt. servant has put in less than 33 years of qualifying service, the Anticipatory Pension shall be such proportion of 4/10th as the qualifying service put in by the Government servant bears to 33 years. As per the above rule, the anticipatory pension works out to 80% of the service pension if the qualifying service is 33 years. Based on the recommendations of PRC 2010 orders were issued in G.O.Ms.No.186, Finance (Pension-I) Department, dated.24-05-2010, sanctioning 90% of pension payable as Anticipatory Pension. There is a request from some of the Associations to raise the Anticipatory Pension to 100% of estimated pension.

Recommendation

17.12. The Commission is of the view that anticipatory pension is allowed as an interim payment pending finalisation of pensionary benefits. An amount of 10% of pension is temporarily withheld as a cover for any possible margin of error. Apart from this, if the entire estimated pension is paid there would be no urgency on the part of the employee or the sanctioning authority to send the pension papers for sanction of pensionary benefits. As such the Commission is of the view that the present provision regarding Anticipatory Pension needs no further revision.

4. Provisional Pension

17.13. Provisional pension is allowed to an employee when departmental or judicial proceedings are pending. According to rule 52 of APRPRs 1980 and Circular Memo No.979- B/5/A2/Pen-I/94, Finance Department dated 02-02-1994, the amount of Provisional Pension should not be less than 75% of admissible pension. It has been requested that instead of provisional pension full pension may be paid while with holding other retirement benefits.

Recommendation

17.14. This rule gives administrative discretion to the pension sanctioning authority to withhold up to 25% of the pension depending upon the nature and gravity of the charges framed against the employee. Now, as per the provisions of Rule 9 of APRPR, 1980 pension can be withheld either fully or partly or for a specific period. If provisional pension is paid in full, as requested, there would be no scope to invoke this rule in cases where it is found that the pensioner is guilty of the offence/misconduct alleged in the judicial proceeding/disciplinary case and the competent authority comes to a conclusion to either withhold the pension fully or partly or for a specific period. **The Commission, therefore, is not in favour of paying full pension as provisional pension in cases where the departmental/judicial proceedings are pending against the pensioner. The existing provision of payment of Provisional pension at 75% of the pension may therefore continue.**

5. Quantum of Family Pension

17.15. According to rule 50 of APRPR, 1980 the family of the deceased shall be entitled to a monthly family pension at 30% of the last pay drawn. It is also provided that where a Government servant dies in service after rendering 7 years of continuous service the family pension is payable at an enhanced rate of 50% of pay following the date of death for a period of 7 years or till the date on which he would have attained the age of 65 years had he/she been alive, whichever is earlier. A similar provision also applies in case of death after retirement.

17.16. The following requests were made by the Associations:

- a) The enhanced family pension should be @ 60-80% of last pay drawn and the normal family pension should be enhanced to 50% of last pay drawn.
- b) The enhanced family pension should be allowed up to 10 years instead of 7 years.

Recommendation

- a) **Considering that the normal service pension is at 50% of the last pay drawn, the present quantum of enhanced as well as normal family pension (50% and 30% of last pay respectively) are reasonable and need no change.**
- b) The Commission finds that the Government of India has, on the recommendation of the 6th CPC, given its approval for grant of enhanced family pension for a period of 10 years from the date of death while in service, without any upper age limit. In case the employee dies after retirement, the enhanced rate of family pension is applicable for a period of 7 years from the date of death or up to the date on which he would have attained 67 years had he survived, whichever is earlier.

We feel that the unfortunate event of an employee dying in harness, while still being in the economically productive age group, puts his/her family in great distress. Therefore a longer duration of financial succour than in case of death after normal superannuation is needed in these cases. We also find that in Andhra Pradesh the age of retirement has been enhanced from 58 years to 60 years in 2014. Hence the existing limitation of 65 years of age for grant of enhanced family pension, as mentioned above, in the APRPR, 1980, is not commensurate with the present retirement age.

Considering the above, we recommend the following revisions to the provisions relating to payment of family pension:

- (i) **In the case of death in service of a government servant, enhanced family pension may be payable to the family for a period of ten years from the date of death, without any upper age limit.**
- (ii) **In the case of death after retirement, the enhanced family pension should be payable for a period of seven years or up to the date on which he would have attained 67 years, had he survived, whichever is earlier.**

6. Family pension to whom payable

17.17. As per the Rule 50 of APRPR, 1980 Family Pension is payable to:

- (i) The widow/widower until her/his remarriage or death, whichever is earlier;
- (ii) In case of childless widow, pension shall continue even after remarriage until her independent income becomes equal to or higher than the minimum family pension;
- (iii) The son, till he attains the age of 25 years or starts earning, whichever is earlier;
- (iv) Unmarried daughter, till she attains the age of 25 years or gets married or starts earning whichever is earliest;
- (v) Mentally disabled/ physically crippled child, who is unable to earn a living, for the entire life time even if he/she gets married;
- (vi) Unmarried/widowed/divorced wholly dependent daughter, not covered under (iv) and (v) above, until her marriage/remarriage or till she starts earning or till her death, whichever is earliest;
- (vii) Parents wholly dependent on the Government servant till his death provided the employee did not leave behind a widow or child;

17.18. The associations made the following requests:

- a) To include widowed daughter-in-law in the list of Family Pension beneficiaries.
- b) To remove the conditions imposed in Government memo no. 34021.70.HR.V/2018 of Finance Department dated 11-07-2018 stating that the unmarried/ divorced/widowed wholly dependent daughter should not be above 45 years of age/ should be childless/ have minor children, to be eligible for receiving Family Pension.
- c) The existing disqualification regarding payment of Family Pension to unmarried/widowed/ divorced wholly dependent daughter, on her marriage/remarriage should be removed.

Recommendation

- a) We are not inclined to accept the request for inclusion of the widowed daughter-in-law of the deceased Government servant in the list of beneficiaries of Family pension since she is not a member of the immediate 'family' of the concerned person.

- b) The Commission is of the view that the condition of maximum age limit of 45 years in respect of the unmarried/widowed/divorced daughter does not appear to have any rational basis and seems arbitrary. Similarly the stipulation regarding having children may be altered so as to exclude widowed/divorced daughter 'having a child who has attained 25 years of age or started earning'.**

Moreover, the above mentioned condition imposed through a Government memo may not stand legal scrutiny as they restrict the operation of the statutory provisions of Rule-5 of the APRPR, 1980. In our view a clarificatory memo can only explain the ambit of the original statutory provision and not circumscribe its scope or expand it beyond the original purport of the statute. In view of this, we recommend that the conditions of 45 years age limit in respect of this category of family pensioners may be rescinded and the condition regarding child, as suggested above, may be incorporated by making suitable statutory amendment to the APRPR, 1980.

7. Eligibility for Dearness Relief on Service Pension and Family Pension to the same pensioner

17.19. In G.O. (P) No.156, Fin. & Plg. Government has decided that in respect of pensioners drawing two pensions viz. Service Pension and Family Pension, the pensioner is entitled to draw Dearness Relief on only one pension, whichever is more beneficial to the pensioner. The Associations have urged that instead of the above, Dearness Relief should be allowed on both the pensions.

Recommendation

17.20. The Commission is of the view that Dearness Relief is paid at the same rate as that of Dearness Allowance to the serving employees with the objective of neutralising the impact of price rise due to inflationary pressures in the economy. As such it would be logical to allow Dearness Relief on both the basic pensions (Service and Family) received by the same pensioner. The Commission accordingly recommends that necessary amendments to the existing instructions may be issued to that effect.

8. Minimum Service Pension/ Family Pension

17.21. The existing minimum pension is ₹.6,500/- which is 50% of the minimum of existing Master Scale i.e., ₹.13,000/-. Most of the Associations have requested that the Minimum Pension be fixed at 50% of the minimum of the proposed Master Scale. Some of them have requested that the minimum pension should be in the range of ₹.9000-13,000/- per month keeping the prevailing cost of living in view.

17.22. This Commission is of the view that it is desirable to continue to fix the minimum service pension/ enhanced family pension at 50% of the minimum of the recommended Master Scale. The proposed minimum of the Master scale is ₹.20,000/-. **The Commission, therefore, recommends that the minimum pension/ enhanced family pension may be fixed at ₹.10,000/- p.m.**

9. Financial Assistance

17.23. At present Financial assistance is admissible to such of the survivors to whom neither service pension nor family pension is admissible i.e., teachers and non-teaching Staff of Aided Educational Institutions and Ex- District Boards who retired or died while in service prior to 01-04-1961. The Associations have requested to raise it to the level of minimum family pension and pay Dearness Relief thereon. Some have demanded for grant of Financial Assistance to the tune of ₹.15000/-p.m. The other request is to increase the amount of financial assistance on par with the minimum family pension and to pay dearness relief thereon.

Recommendation

17.24. The number of recipients of financial assistance at present is negligibly low (969, as furnished by the Director of T&A). Since the cut-off date for its eligibility is long over (01-04-1961), it is now a vanishing category. **The Commission is of the view that the Financial Assistance should be increased to the level of the minimum of service pension/ enhanced family pension i.e. ₹.10,000/- per month. We also recommend that Dearness Relief should be granted on the above amount from time to time on par with the family pensioners in order to neutralise the cost of inflation.**

10. Retirement Gratuity

17.25. As per the existing Rule 46 of APRPRs 1980, the formula for calculation of Retirement Gratuity is as follows:

- (a) 1/4th of the emoluments for every completed six monthly period of service, or
- (b) 16 ½ times of pay last drawn, or
- (c) Rupees twelve lakh, whichever is less

17.26. The Associations have requested to enhance the limit of Retirement Gratuity from ₹.12.00 lakh to ₹.20.00-30 lakh.

17.27. As per the existing rules Dearness Allowance forms part of the emoluments for calculating gratuity.

17.28. Keeping in view the increase in the pay structure, the Commission recommends to enhance the maximum limit of Gratuity, from the existing ₹.12 lakh to ₹.16 lakh.

11. Quantum of Commutation

17.29. At present the maximum commutation permissible is 40% of the Service Pension. The Commutation Value per rupee of pension commuted is based on the Table approved by the Government of India vide O.M.F.No.38/37/08-P&PW(A), dated:2-9-2008 of Dept. of Pensions and Pensioners Welfare and adopted by the State Government.

17.30. The Associations have requested to increase the Commuted Value for those employees retiring at the age of 60 from 8.194 years of purchase to 15 years of purchase. However, no justification has been advanced for the same.

Recommendation

17.31. At present the maximum commutation permissible is 40% even in the Govt. of India and most of the States. Moreover the Commutation Table is based on actuarial valuation assuming an interest rate of 8% p.a. which is very reasonable at the present juncture. **This Commission is therefore of view that the existing ceiling of commutation at 40% of basic pension is adequate and may continue. Similarly, there is no apparent reason to alter the Commutation Table.**

12. Restoration of commuted portion of the pension

17.32. As per the existing rules, restoration is permissible only after completion of 15 years from the date on which the reduced pension is disbursed.

17.33. Almost all the Associations, Serving as well as Pensioners, have requested to restore the commuted portion of pension after 12 years to those who retired prior to 01-02-2010 on the ground that the entire amount along with interest at 4.75% is being recovered in 12 years and 10 months. It is also represented that in respect of those who retired after 01-02-2010, restoration of the commuted portion of pension should be allowed after 10 years. Detailed calculation sheets have been presented to us to substantiate this demand.

Recommendation

17.34. This issue was put forth before the earlier PRCs as well. The PRC 1999 did not agree for reducing the period of restoration on the ground that the age of retirement in the State Government was 58 years but not 60 years as was being followed in other states like Kerala, Orissa, Punjab and Madhya Pradesh. This position is no longer relevant though since the age of retirement has been revised to 60 years in 2014. The PRC 2005 suggested to adopt the principles which are followed by the Government of India. The 2010 and 2015 PRCs reiterated the recommendation of the 2005 PRC.

17.35. We would like to highlight four different aspects which have a bearing on this issue:

- i) Firstly, commutation of pension is a voluntary act and the employee can even exercise this option at any time after his retirement. He/she can also decide the portion of pension which he/she wants to commute, subject of course to the prescribed limit. The employee is therefore free to judge the benefits and drawbacks of the scheme and then decide whether to opt for it or not.
- ii) Secondly, the rules provide for restoration of the commuted portion of pension in the unfortunate event of demise of the original pensioner i.e. in such cases no further recovery is made from the Family Pensioner. This introduces an element of mortality risk which has been factored in for the purpose of calculating the restoration period. The Supreme Court, vide their judgement dated 09.12.1986, allowed restoration of pension after 15 years because of the presence of this risk factor. We are aware that this conclusion has been contested in some quarters by arguing that the Supreme Court decision was delivered long time back and since then the expectancy of life at birth has increased (from 56.60 to 69.04 years).

Nevertheless, considering the fact that the normal age of retirement is 60 years and the restoration of pension takes place at the age of 75 (or more) there is still a mortality risk involved in the scheme although it has reduced quite a bit.

- iii) Thirdly, one of the most attractive benefits of the scheme is that it makes available to the pensioner a lump sum amount by capitalising the pension over several months. The pensioner can use it either to meet some urgent family needs such as acquiring a suitable shelter, meeting marriage/educational/health care expenses etc. or simply invest it for financial return. In the earlier case the true value of this amount cannot be expressed only in monetary terms.
- iv) Fourthly, as mentioned above, the pensioner may choose to invest the amount for financial benefit. Although there are many alternative avenues of investment, we would make an attempt to compare the financial returns that the pensioner would get if he/she deploys the lump sum commuted amount in a Bank fixed deposit, which is the safest mode of investment, with the amount that one would have made by investing the amount recovered every month towards commutation i.e. had he not opted for commutation. The contention of the pensioners is that the Government recovers more than it pays in lump sum on commutation. While making this comparison one has to keep in mind the fact that the Commutation Value of pension, received in lump sum, is not taxable but the monthly pension as well as the interest accrued on Bank deposits are taxable. The following realistic assumptions and formulae have been used in drawing this comparative Table:
 - a) The lump sum commuted value of pension is deposited in a Bank fixed deposit for a period of 15 years at an interest rate of 8% p.a. compounded at quarterly intervals;
 - b) Alternatively, an amount equivalent to the monthly commuted portion of pension is deposited every month in a Bank Recurring Deposit for a period of 15 years, at an interest rate of 8% p.a. compounded at quarterly intervals;
 - c) For simplicity of calculation, it is assumed that ₹.1,000/- is the commuted portion of pension. The lump sum Commuted Value then comes to $₹.1000 \times 8.194 \times 12 = ₹.98,328/-$.

- d) Total Future Value (A) of investment in Fixed Deposit including interest is given by
 $A = P(1+r/n)^{nt}$,
 where P= Principal Amount, r= Annual Rate of Interest (in decimal),
 n= number of times that interest is compounded per unit 't',
 t= the time for which money is invested
- e) Total Maturity Value (M) of investment in Recurring Deposit including interest is given by
 $M = R[(1+i)^n - 1] / i$
 where R= Monthly Instalment, n= number of quarters,
 i= Annual Rate of Interest/400

Comparative Table

Fixed Deposit		Recurring deposit	
1. Commuted amount of pension	₹.1,000	Post Tax Monthly Pension (i) 5.2% tax bracket (ii) 20.8% tax bracket (iii) 31.2% tax bracket	₹.948 ₹.792 ₹.688
2. Total Commuted Value	₹.98,328		
3. Income Tax on (1) above	NIL		
4. Net amount deposited in F.D.	₹.98,328		
5. Pre-tax maturity value ('A' above)	₹.3,22,617	Pre-tax maturity value ('M' above)	₹.3,08,777 ₹.2,57,965 ₹.2,24,091
6. Maturity Value after Tax (i) 5.2% tax bracket (ii) 20.8% tax bracket (iii) 31.2% tax bracket	₹.3,10,954 ₹.2,75,965 ₹.2,52,639	Maturity Value after Tax (i) 5.2% tax bracket (ii) 20.8% tax bracket (iii) 31.2% tax bracket	₹.3,01,594 ₹.2,33,961 ₹.1,92,812

17.36. The above Table shows that the Commuted Value based on present number of years of purchase yields better returns post tax, as compared to the recoveries made in a period of 15 years, at 8% compounded rate of interest. Hence, coupled with the mortality risk covered, and the advantage and flexibility associated with the lump sum amount received, opting for commutation is at present more advantageous to the employees.

17.37. We may also mention here in passing that the above issue was judicially tested in the Hon'ble Delhi High Court in the case of Forum of Retired IPS Officers Vs. Union of India and the Hon'ble High Court, in its judgement delivered on 17 January, 2019, dismissed the case of the petitioners.

17.38. In the totality of the matter discussed above, the Commission therefore recommends continuance of the period of restoration of commuted portion of pension at the present level of 15 years.

13. Voluntary Retirement

17.39. As per Rule 43 of A.P.R.P.R 1980 employees are permitted to seek voluntary retirement after a qualifying service of 20 years (excluding the period of E.O.L. availed on any ground other than for prosecuting higher studies).

17.40. Several Associations have requested to reduce the qualifying service from 20 years to 15 years, including the EOL availed, for the purpose of voluntary retirement. They have argued that permitting this would enable the employees, who desire to find alternative careers outside the Government, to do so at an appropriate age.

Recommendation

17.41. We are of the view that any further reduction in the period of service for voluntary retirement is likely to create difficulties in the retention of trained manpower besides casting upon Government the additional liability of paying pension/family pension throughout the person's life. Besides, such voluntary retirements would cause vacancies at the middle levels of administration which are very crucial from the Government's point of view of service delivery. Obviously, such retirements would cause disruption in Governmental functioning resulting in public dis-satisfaction as it would take a long time for the recruiting agencies to fill up the consequential vacancies. We therefore feel that such a step would not be in public interest which any elected Government is duty bound to subserve. **This Commission therefore feels that the existing provisions are adequate and no change is required.**

14. Date of Retirement

17.42. As per section 3 (1) of the A.P. Public Employment (Regulation of Age of Superannuation) Act, 1984, as amended in Act 4 of 2014, every Government employee shall retire from service on the afternoon of the last date of the month in which he attains the age of 60 years.

17.43. The Employees' Associations requested to (i) make a recommendation to the effect that if the date of birth of any employee happens to be first of a month such employee may be allowed to retire on the last day of that month. (ii) Majority of the Associations have requested for enhancement of age of superannuation of Last Grade employees 60 to 62 years.

Recommendation

- (i) The attainment of the age of retirement is reckoned based on the date of birth. If the date of birth falls on a day after the first day of the month, the employee completes 60 years in the middle of the month. Hence for the purpose of rounding off such fraction of service rendered in the last month to a full month, the end of the month is taken into account for retiring the Government servant. This fraction does not arise when the date of birth falls on the first day of a month, since 60 years is completed on the last day of the previous month. Hence no rounding off is necessary in such cases. **In fact Explanation II to Section 3 of the A.P. Public Employment (Regulation of Age of Superannuation) Act, 1984 states that "a Government employee whose date of birth is the first of a month shall retire from service on the afternoon of the last day of the preceding month on attaining the age of sixty years". Hence no change is recommended in this regard.**
- (ii) As far as enhancement of the retirement age of Last Grade service employees is considered, we are of the view that issue has to be viewed from the perspective of balancing the aspirations of those who are presently employed against the vast multitude of unemployed and under-employed work force who are seeking to enter Government service. We find that the only exception made in respect of retirement age is in the case of Government medical doctors for the ostensible reason that this category is professionally skilled and experienced and there is a shortage of medical doctors in the country, which is undeniably not the case in respect of the Last Grade service. **In view of this, the Commission is not favourably inclined to recommend an enhancement in the retirement age of the Last Grade employees.**

15. Payment of Family Pension where the whereabouts of the serving employee/pensioner is not known.

17.44. Para 14.B(v) of Appendix I of the A.P. Revised Pension Rules, 1980 states that in the case of serving employees, whose whereabouts are not known, Family Pension would be admissible from the date of lodging the FIR. However the Family Pension will be sanctioned and paid only after one year of the date of lodging the FIR with the police and obtaining a certificate to that effect. Similarly, para 14.C (iii) states that in case where

the whereabouts of the pensioner is not known, Family Pension shall be payable from the date of filing of FIR but it can be sanctioned by the pension sanctioning authority and paid only after one year from the date of filing of FIR.

17.45. A representation has been received stating that in case of Central Government orders have been issued by reducing the time period between the lodging of FIR and sanction of Family Pension from one year to six months. Hence a similar provision may be made in the relevant rules/instructions in case of the State Government.

Recommendation

17.46. The Commission is of the view that the suggested period of six months is a reasonable time gap for police investigation to take place, on the basis of the FIR lodged, to trace the missing serving employee/pensioner. We therefore recommend that both the existing provisions, as cited above, may be amended permitting the sanctioning authorities to sanction and pay Family Pension in such cases after six months from the date of filing of FIR.

16. Death Relief

17.47. In terms of G.O. Ms. No. 39, Finance (HRM-V) Department, dt.08.03.2016, in case of the demised Pensioner/Family Pensioner a Death Relief amount equivalent to one month's basic pension + Dearness Relief subject to a minimum, of ₹.15,000/- is payable to the surviving nominee/ legal heir. A request has been received from the Associations to enhance the minimum amount of Death Relief to ₹.30,000/-. They have also requested to include the commuted portion of the basic pension for calculating the Death Relief amount.

Recommendation

17.48. The Commission has examined the above request and feels that the minimum limit for Death Relief should be raised to ₹.20,000/- on par with the funeral expenses recommended to be paid in case of demise of serving employees. We are however not inclined to include, in the calculation of Death Relief amount payable, the commuted portion of pension, which is voluntarily surrendered by the pensioner for the purpose of calculation of monthly pension.

17. Expeditious release of instalments of Dearness Relief to Pensioners

17.49. At present release of Dearness Allowance (D.A) to the serving employees and Dearness Relief (D.R) to the pensioners are linked to the quantum of increase in D.A/D.R. to the Central Government employees/pensioners. The Central Government revises the DA/DR percentage on the basis of All India Consumer Price Index Numbers arrived at as on 1st January and 1st July of every year. A representation has been received from the Service Associations complaining that there is a wide gap between the date of sanction of DA/DR instalments by the Central Government and their actual release by the State Government. They have requested to release the D.R. to the pensioners immediately after receiving the relevant communication from the Central Government in this regard.

Recommendation

17.50. The Commission is in full agreement with this request and recommends that, immediately on receipt of the relevant communication from the Central Government, the State Government should take necessary steps to release the Dearness Relief to the pensioners to help them cope with the rise in the cost of living.

18. Counting unaided service of teachers in aided institutions towards calculating qualifying service

17.51. A request has been made to the Commission stating that the present practice of excluding the service put in by the teachers in unaided status for the purpose of reckoning the qualifying service for pension calculation should be dispensed with.

Recommendation

17.52. The Commission is of the view that during the unaided period of service the employee does not receive emoluments from the Consolidated Fund of the State. The remuneration during this period is borne by the private management. Hence such service cannot be taken into account for the purpose of reckoning the total qualifying service for calculation of pensionary benefits. We therefore do not agree with this request of the Associations.

19. Extension of Medical Reimbursement Scheme to the aided pensioners

17.53. The Commission has received a request from the Associations for inclusion of aided pensioners in the Medical Reimbursement scheme of the Government.

17.54. At present the Medical Reimbursement Scheme/ Employees Health Scheme are not applicable to the serving employees of the aided institutions. In fact Government extends grant-in-aid to these institutions only for the salaries expenditure of the aided staff. Hence we are of the view that the request to extend medical benefits to the aided pensioners has no merit.

20. Medical Allowance

17.55. In G.O.Ms.No.189, Finance (HRM-V-Pensions) Department dt.31.12.2015 Government have enhanced the rate of Medical Allowance, payable to the pensioners/family pensioners, to ₹.300/- per month basing on the recommendation of the 10th PRC. The Associations have requested to increase the same further to ₹.1,000/- per month.

Recommendation

17.56. Medical Allowance is granted to the pensioners for taking care of their day to day medical/health care expenses and is in addition to the benefit under the Medical Reimbursement/EHS. Considering the general increase in prices the Commission recommends that the Medical Allowance may be enhanced to ₹.500/- per month.

21. Payment of pension to the retired part time Village Officess/VAOs/ VROs/Panchayat Secretaries who worked on honorarium basis

17.57. The revenue administration at village level has undergone several changes over the years. At different points of time several functionaries namely Village Officers / VAOs / VROS / Panchayat Secretaries have worked at the village level. Many of them worked on honorarium basis. In G.O.Ms.No.626, Revenue (VA) department dtd.23.6.2009 Government have fixed an age limit 62 years for these employees and they have retired from service after reaching that age. Since they were not entitled to any pension as per APRPR, 1980, they represented to the Government for sanction of pension as an elementary financial support to maintain them in the old age. Government, keeping in view the long services rendered by them, sanctioned monthly pension at the rate of ₹.2000/- per month to the retired Part time Village Officers, Village Administrative Officers, Panchayat Secretaries and Village Revenue Officers (Part-time Assistants) who worked on honorarium basis and retired from service without any pension, as a special case vide G.O.Ms.No.365, Revenue (Ser.III) Department, dt.29.10.2014. A request has been received from the Pensioners Associations to revise the above mentioned pension upward to the level of minimum pension payable as per recommendation of the 11th PRC.

Recommendation

17.58. The Commission finds that the Government have issued orders vide G.O.Ms.No.186, Revenue (Ser.III) Department, dt.22.2.2019 enhancing the pension payable to the above categories retired employees from ₹.2000/- to ₹.4000/- per month. **In our view, considering the nature of services rendered by these functionaries, the amount of ₹.4000/- sanctioned in the recent G.O. is adequate for the present and no further change is recommended at this stage.**

22. Processing of Pension Papers

17.59. It has been represented by the Associations that the existing instructions relating to processing of pension proposals are not being followed strictly resulting in delay in sanction of pensionary benefits. They have lamented that such delays cause untold financial hardship to the retired employees and their dependents. They have therefore fervently requested that the processes involved should be streamlined so as to result in release of pension on the date of retirement.

Recommendation

17.60. Government has been issuing instructions from time to time advising prompt settlement of pension cases. The bouquet of instructions issued recently by the Government in this regard [vide G.O.Ms.No. 99, Finance (HR-II-FR) Dept. and G.O.Ms.No. 100, Finance (HR-III-Pension-I) Dept. dated 27-06-2018], on the basis of recommendations of the Officers' Committee, are worth mentioning here:

- (i) Interest shall be paid on delayed payment of pensionary benefits @4.5% p.a. for the period up to 1 year and @5% thereafter by recovering the amount from the salary of the Pension Sanctioning Authority (PSA), thereby placing greater responsibility on the PSA;
- (ii) Every year the Service Book/Roll has to be shown to and got verified by the concerned employee about their accuracy and updation;
- (iii) Payment schedule for instalments on all long term advances should be so structured that the entire principal and interest is recovered at least 4 months before the date of retirement;
- (iv) The PSA shall collect "No Dues Certificate" on all Government dues well in advance;
- (v) The pension papers shall be submitted to the A.G. at least 90 days in advance;
- (vi) First time physical verification of the employee has been dispensed with in favour of digital authentication;

- (vii) To sanction Leave Encashment and APGLI benefits prior to the retirement;
- (viii) The Service Books of all employees shall be converted into electronic form.

17.61. We recommend that in addition to the above, all the PSAs may be instructed to review at least 6 months in advance of retirement the disciplinary cases, if any, pending against the employee and, if so, alert the concerned Disciplinary Authorities to expedite those cases.

17.62. We hope and feel that the above processes and safeguards will be adequate.

23. New pension scheme from 1-9-2004

17.62. Government introduced the new Contributory Pension Scheme in respect of the employees who join service on or after 1-9-2004. This is based on the introduction of similar scheme by the Government of India in respect of its employees who joined the service on or after 1-1-2004.

17.63. Almost all the Associations have requested for scrapping the Contributory Pension Scheme applicable to the employees who joined Govt. service on or after 1-9-2004 and revival of the old pension scheme.

17.64. We observe that the earlier PRCs have expressed their inability to make any comments since it is a policy matter of the Government. In the Government of India the employees, who joined on or after 1-1-2004, are governed by the Contributory Pension Scheme. Many State Governments have also adopted this scheme including those that do not follow Central Pay Scales.

17.65. We find that responding to several representations received from various Service Associations and people's representatives the State Government, vide its order issued in G.O. Rt. No.2052 of Finance (HR.3-Pension-i) Department dated 28-11-2018, constituted an Expert Committee headed by Sri S.P.Tucker, IAS (Retd.) to go into the whole issue and submit its recommendations. The terms of reference of the Committee were quite comprehensive and comprised, inter alia, of the following:

- i. To submit a detailed report analysing the repercussions, both legal and financial, of reviewing the Contributory Pension Scheme now in force;
- ii. To submit a detailed report analysing the impact of Contributory Pension Scheme on the State Finances;
- iii. To suggest propositions regarding the liabilities and risks that may arise out of the agreements entered into with NPS trust and NSDL;

- iv. In case it is to withdraw the Contributory Pension Scheme and in lieu of it to implement the Statutory Pension Scheme, suggest propositions for refund of the contributions made by the employees & employer so far?
- v. In case it is to withdraw the Contributory Pension Scheme and in lieu of it to implement the Statutory Pension Scheme, what will be the legality of such a decision with respect to those who have already retired from service after serving under the Contributory Pension Scheme or expired while in service?;
- vi. To analyse the status of the scheme in detail and the experiences and current scenarios of other states that have implemented the Contributory Pension Scheme;
- vii. In case if the scheme is continued, what are the various steps that can be taken to make it more attractive/beneficial?

17.66. The Tucker Committee submitted its report to the Government on 28-02-2019. The Government have thereafter constituted a Group of Ministers in G.O. Rt. No. 1747, G.A. (Cabinet.I) Department dated 01-08-2019 to review the report of the Expert Committee and furnish its recommendations to the Government for taking a decision in the matter.

17.67. In the light of the above position we do not consider it appropriate to make any recommendation on this issue.

24. General Issues

17.68. The following other requests were also made to the Commission

- i. To pay H.R.A./C.C.A to the pensioners.
- ii. To pay festival grant of ₹.1000/- for any festival in a year.
- iii. To arrange for supply of essential commodities to the pensioners at concessional rates through fair price shops.
- iv. To construct old age homes for the pensioners.
- v. To allow 40% concession in A.P.S.R.T.C. buses to the pensioners.
- vi. To allow Pilgrimage Grant of one month's pension to all the pensioners/family pensioners at least once in a block period of two years.
- vii. To allot house sites/ houses to houseless pensioners.

- viii. To grant special allowance to physically challenged pensioners
- ix. To establish a Family Security Fund
- x. To allot site for Pensioner's Association

17.69. This Commission felt that the above requests at (i), (ii), (v), (vi) and (viii) would result in extending facilities to the retired employees on par with what they enjoyed while being in service. The issues mentioned at (iii), (iv), (vii), (ix) and (x) are Pensioner's welfare measures which are beyond the Terms of Reference of the Pay Commission and on which the Government may take a view. Therefore the Commission is not inclined to make any recommendation on the above requests.

CHAPTER-18

HUMAN RESOURCES

18.01. Since the turn of the new millennium, Governments, both at the State as well as the Central level, have been under pressure to respond to the contemporary demands from their citizens and to the increasing complexity and changes in their internal and external environments. And during the last few years, with the introduction of various legislations anchored on the 'right-based approach', the demands and aspiration of people have gone up many fold. Also, with increase in the education and awareness levels of the citizens, there is increasing pressure on the Government for transparent and corruption free governance. Proper response to these demands necessitates movement towards reforms in the area of public administration and governance systems and institutions. All such reform measures must result in improvement in the quality and efficiency of service delivery coupled with cost cutting. The changing role of the State have resulted in the need for new skills, attitudes and behaviours among public officials at all levels. It is not surprising then that the desired core competencies for the public sector of the 21st century differ in many ways from the past, especially as the demands placed on public servants, in terms of skills, knowledge and capacities are rapidly increasing and becoming more complex. Handling this new dynamics in a complex multi-functional organisation like the Government requires astute human resource planning.

18.02. One of the terms of reference of this Commission is "Review of the existing human resources of all departments in tune with the contemporary requirements including contract/outsourcing personnel particularly in the context of State bifurcation."

18.03. According to the information gathered by the Commission the State employs 3,95,727 regular employees across 133 departments of the Government. Out of these the department wise strength of working employees in 10 large departments is given in the descending order in the following Table.

Sl. No.	Department	No. of Employees	% of Employees to Total
1	School Education Department	160679	40.60
2	Director General & Inspector General of Police	55147	13.94
3	Municipal Administration Department	25162	6.36
4	Public Health and Family Welfare Department	16865	4.26
5	Land Administration Department	15268	3.86
6	Panchayat Raj Department	14227	3.60

7	Water Resources (Administration)	10554	2.67
8	Medical Education Department	7785	1.97
9	Registrar General of High Court	7302	1.85
10	Tribal Welfare Department	6529	1.65
Total		319518	80.76

18.04. It can be seen from the above Table that more than 80 % of the Government employees work in 10 major departments of the Government. In addition to the regular employees many departments have deployed Contractual and Outsourced staff to discharge specific roles assigned to them. The strength of employees in a department is obviously a fair reflection of the degree of its interface with the people of the State. To start with, it would therefore be appropriate to analyse the H.R. position in respect of the aforesaid 10 departments.

18.05. With the limited time and no expert manpower at its disposal, it is not within the wherewithal of this Commission to get into the exercise of determining the adequacy or otherwise of the strength of various categories of employees in the major departments of the Government listed above. Such an exercise would require a dedicated team of employees headed by a H.R. expert to conduct 'work and method' study of the departments concerned and measure the results against appropriate benchmarks before arriving at any concrete conclusions. We have therefore dwelt upon broad issues of human resource management which we have come across during our extensive discussions with the Service Associations, individual employees and Heads of Departments. We were also benefited by some written suggestions in this regard which we received in response to the questionnaire canvassed by us. In the following paragraphs we suggest various HR measures that may be taken to enhance the organizational efficiency of Government departments for improved service delivery.

General Issues in Human Resource Management:

1) Inadequacy of staff

18.06. It has been represented to us that the staff strength in many Government departments, especially at the district and sub-district levels, have become grossly inadequate to cope with the increased work load. This has been resulting in inefficient service delivery and consequent dissatisfaction among the people, apart from causing stress in the concerned employees due to overwork. It has been pointed out that the staff crunch is arising on account of large number of vacancies in the sanctioned strength not being filled up by conducting periodical selection tests by the A.P. Public Service Commission / District Selection Committees. Major Departments providing public services such as Health, Medical & Family Welfare, Medical Education, Social Welfare,

Animal Husbandry, Tribal Welfare, Agriculture and Land Administration Departments have more than 20% vacancies. Similar is the position in respect of two major revenue earning departments i.e. Commercial Tax and Prohibition & Excise. It was stated that in Technical Departments also, although AEE/AE posts were created, no supporting staff, such as Work Inspectors, were sanctioned resulting in heavy work load on the existing functionaries. Similarly, large number of vacancies exist in Aided educational institutions and they are not being filled up. The para medical staff also complained of being over worked and not being able to avail leave because of heavy work load. Similarly, the Association of Revenue Department employees expressed that uniform staff strength was sanctioned to all revenue Mandals irrespective of the population covered and as a result there is huge imbalance between the work load and the staff availability. It is also stated that, to preserve the Record of Rights and other statutory documents, every Mandal office requires a Record Assistant. Increasing litigation, obligation to provide information under the Right to Information Act, updating of election records and time bound generation of various certificates under 'Mee Seva' are some of the areas where the Mandal offices face excessive pressure of work and require organisational support. Another category of staff which experiences heavy work pressure are the Survey staff.

18.07. The Commission is of the view that the vacancies arising in Government offices need to be notified and recruitment conducted every year for effective and systematic functioning of offices. Filling up a large number of vacancies, accumulated over several years, in one go should be avoided as such a practice would result in bunching of both recruitment and retirement. It is therefore suggested that each department should draw up a Recruitment Plan, updated on annual basis, containing details of existing vacancies in staff and officers, vacancies likely to arise in future due to retirement/ promotion etc. and phase wise recruitment to be made through APPSC / DSC or through Contract.

2) Engagement of staff on Contractual and Outsourcing basis

18.08. Over the last several years Government departments have been appointing various functionaries on a contractual or outsourcing basis. Most such appointments have taken place in the School Education, Higher Education, HM&FW, Agriculture and Women and Child Welfare Departments. Almost all the Associations opposed the policy of the Government of appointing various functionaries on Contractual/ Outsourcing basis. It has been pointed out that the Outsourcing agencies have been indulging in exploitation of the sponsored employees. Similarly the Contract employees do not have many service benefits enjoyed by the regular employees and work for the same remuneration year after year.

18.09. The Commission is of the view that hiring of personnel on Contract basis or through Outsourcing, for posts which are permanent in nature or are likely to be

continued for a long period, is not desirable. Most of these staff do not come through market testing of available talent pool as they do not enter through competitive recruitment tests conducted after open notification of vacancies. Also they do not have the same degree of motivation as the regular staff. Moreover, these categories of staff cannot be entrusted with regulatory or statutory functions as they have limited administrative accountability. Our interaction with some of the outsourced staff also reveals that they have been financially exploited by the concerned Outsourcing Agencies.

We therefore suggest the following:

- a) In future Contract staff may be appointed only against positions which are specific project/ programme/ scheme related and are temporary in nature and not against permanent positions;**
- b) Those of the qualified Contract employees, who have been appointed on merit after following transparent and competitive recruitment process, may be regularised in service against available vacancies in permanent posts;**
- c) The other Contract staff who are in service without following the prescribed recruitment process, i.e., open notification of vacancies followed by conduct of recruitment test(s), may be given opportunity, subject to satisfaction of eligibility conditions, for competing along with other applicants in future recruitment tests;**
- d) Outsourcing should be only of services such as cleaning and maintenance, security/ watch and ward, bill collection, managing reception desks, supply of vehicles/drivers etc. These functions should be outsourced to Agencies on competitive tendering . In future no individual personnel should be hired on outsourcing basis.**

3) Lack of mobility

18.10. Another important factor which is reportedly impinging on the efficiency of service delivery is the insufficient mobility support to officials at the cutting edge level of administration. It has also been represented to the Commission that due to inadequate budget provision even the travelling allowance claims of the employees are being disbursed after a long time gap which forces them to incur upfront expenditure from their own pockets. This has led to a general demand from a large section of field level Staff that the Commission should recommend to replace 'Travelling Allowance' by monthly payment of 'Fixed Travelling Allowance' to be paid alongside the salary free of Treasury control.

18.11. The Commission recommends that in consultation with the Heads of Departments reasonable number of vehicles may be allowed to be hired and

provided to the Gazetted staff having field functions for use on shared basis. The non-gazetted executive staff may be encouraged to avail loan for purchase of motor cycles under the Government's personal conveyance advance scheme. Adequate budget provision must be made for meeting the travel allowance of all the employees.

1) Training Needs

18.12. Andhra Pradesh has been a progressive State in terms of application of Information Technology to Governmental functioning. Many of the routine public services, hitherto being handled physically, are now being offered online through mee-seva counters. Yet many Government employees have not yet been adequately trained in the use of tools of Information and Communication Technology. Similarly, lack of refresher training to update knowledge about new legislations, policies and programmes is seen as a measure handicap. Hence every department needs to earmark a part of its establishment budget towards training. After the reorganisation of the State most of the important training infrastructures have gone to Telangana. **It is therefore imperative that the gaps in training should be identified, department wise, by a Committee constituted under the auspices of the Andhra Pradesh HRD Institute, Bapatla and budgetary support provided for planning and conducting induction/ refresher training courses for different categories of employees.**

2) Review of Service Rules

18.13. The Commission came across shortcomings in the existing Service Rules of several departments. Firstly, in some cases we found that the qualifications required for appointment by promotion are far inferior to those required for direct recruitment. It is inconceivable that such huge gaps in academic qualification and skill levels can be bridged by a few years of service experience gained in the respective lower/ feeder categories. This seemed particularly glaring in some posts in technical departments like the HM&FW department. Secondly, the Commission found that for some categories of posts there is no prescribed promotion channel or just one level of regular promotion, causing demotivation among employees of these categories. Thirdly, in some cases (e.g, Mandal Development Officer) the strength of the feeder category is much larger compared to that of the promotion category, thereby resulting in stagnation leading to lot of anguish and frustration, particularly among those who are directly recruited to such posts. Such discontent is likely to result in sub-optimal service delivery. Fourthly, we have come across some categories of staff whose designations have changed but corresponding amendments have not been carried out in the Service Rules.

18.14. It is therefore recommended that the Government in General Administration (Services) Department may constitute a Committee to review, in a

time bound manner, the Service Rules of all the departments in consultation with the respective Heads of Departments. While doing so adequate attention should be given to the aspect of career planning, particularly for the categories which can be filled up by the method of direct recruitment.

3) General Recommendations

18.15. We have delineated above some of the H.R. issues which came to our notice during the course of our interaction with various departmental representatives and Service Associations. These issues need to be looked into and solutions found. They cannot be brushed under the carpet as the quality and capacity of human resources at the disposal of the Government are the key to successful implementation of any development or welfare scheme. The following general recommendations are made for improving the service delivery of government departments:

- (i) The Departments should undertake, on a continuing basis, back office process re-engineering for delegation of power and simplification of procedure for decision making on issues involving public interface;**
- (ii) All executive staff directly involved in service delivery programmes should be provided mobile phones with CUG connectivity to quicken the process of reporting, decision making, problem solving and to monitor progress;**
- (iii) Government may encourage Gazetted executive officers to buy Laptops under Government's loan scheme;**
- (v) With the objective of eliminating corrupt practices human interface should be removed from as many citizen service delivery processes as possible and substituted by online delivery mechanism. The Mee Seva platform should be strengthened for this purpose by bringing in more and more citizen services under its umbrella.**

CHAPTER-19
FINANCIAL IMPLICATION

19.01. The net additional annual expenditure on account of our recommendations (after adjusting for the Interim Relief approved by the Government) will be of the order of ₹.3,181 Crore as indicated in the following Table:

Sl. No.	Particulars	₹. in Crore	
A.	Serving Employees		
A(i)	Pay as a result of 27% fitment benefit	5,364	
A(ii)	House Rent Allowance	1,672	
A(iii)	Other Allowances including City Compensatory Allowance	154	
A(iv)	Encashment of Earned Leave	290	
A(v)	Total [A(i) to A(iv) above]		7,480
B.	Pensioners		
B(i)	Pension	3,565	
B(ii)	Gratuity	523	
B(iii)	Medical Allowance to Pensioners	84	
B(iv)	Total [B(i) to B(iii) above]		4,172
C.	Work Charged Establishment		92
D.	Contractual Services		184
E.	Grant-in-Aid towards salaries		898
F.	Grand Total [A(v)+B(iv)+C+D+E]		12,826
G.	Less Interim Relief (@27%)		9,645
H.	Net Additional Expenditure (F-G)		3,181

19.02. The figures for the year 2018-19 (R.E.) have been taken as the base as the new scales have been designed by merging the entire Dearness Allowance, admissible as on 1.7.2018, with the existing Basic Pay. The additional commitment on account of the D.A. instalment due on 01-07-2018 but not released has also not been taken into account in the above calculation.



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-II/1



ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-II/1

ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner

INTRODUCTION TO VOLUME II

In Volume-II of the Report, the Commission has exclusively dealt with the representations received from the serving Government employees relating to

- (i) enhancement of their pay scales citing various justifications
- (ii) establishment of pay parities with other categories of employees, who they feel to be in equivalent ranks/ positions,
- (iii) resolution of existing anomalies in pay scales among various categories of employees etc.

and given its recommendations on them. Apart from the above, the Commission has also, suo moto, taken cognisance of existing incongruities/ anomalies in pay scales of certain categories, which have come to its notice. The Commission has also recommended revised pay scales for certain categories of employees, even though they have not filed any representation, in cases where it was convinced that such categories are in an identical position of parity with other equivalent categories. While some of them have been specifically mentioned in this Volume of the Report, at appropriate places, the others have been mentioned in the 'Remarks' column in Volume-III of the Report against the concerned categories of posts.

It would be pertinent to clarify here that the Commission has discussed under the title of 'Common Categories' only such of the posts which are governed by common Service Rules, namely:

- (i) Andhra Pradesh Ministerial Service Rules;
- (ii) Andhra Pradesh General Sub-ordinate Service Rules; and
- (iii) Andhra Pradesh Last Grade Service Rules

and which have common nomenclatures across different departments of Government.

In respect of the categories having common designations, such as Administrative Officer, Accounts Officer, posts dealing with Statistics, Librarians and Laboratory Assistants of different grades etc., they have been dealt with at appropriate places under their respective departments and pay scales have been assigned depending on various factors such as feeder/ promotion categories, qualification(s) required for appointment, hierarchical position, existing parities etc. as per their respective Service Rules.

While taking up the above mentioned exercise the Commission was handicapped by the fact that it could not lay its hands, in respect of some departments, on the updated Service Rules for certain categories of posts. The Commission recommends that an effort should be made at the earliest to consolidate at one place the Service Rules

covering all the categories of post in existence in any department, duly incorporating all the amendments made so far. The Service Rules Portal of the Government of Andhra Pradesh is a good beginning in this regard but needs to be exhaustive and up-to-date. At the departmental level such exercise for updating the Service Rules should be resorted to at least once in six months and such updated rules should then be uploaded on the departmental web site.

The Commission has dealt with other kinds of requests relating to various conditions of service, special pay and allowances etc. at appropriate places in Volume-I of its report and they have not been mentioned here in order to avoid repetition.

The Commission cannot but mention about the plethora of requests, it has received from various categories of employees belonging to a large number of departments, for conferment of gazetted status on them. In this regard, we find that the 9th Pay Revision Commission was, inter alia, given a Term of Reference to evolve principles/ norms/ criteria/ guidelines for making any category of post gazetted. The 9th Pay Revision Commission, after elaborate discussion, evolved a six-fold criteria for consideration of award of gazetted status on any Government post. These are:

- a) The statutory powers vested in the post;
- b) Area of jurisdiction under control;
- c) Extent of power of independent decision making;
- d) Position in the departmental hierarchy;
- e) Level at which the official occupying the post has to interact with other officials;
- f) The scale of pay attached to the post

The 9th PRC also recommended specific categories of posts for conferment of gazetted status. We understand that thereafter the Government has been broadly applying these criteria to decide on requests emanating from time to time for conferment of gazetted status on various categories of posts. Be that as it may, subsequent to this, since neither the 10th nor the 11th Pay Revision Commission has been given any mandate to review the already identified norms in this regard, this Commission desists from making any recommendation on such requests as the matter is deemed to be not within its purview. Hence, in order to avoid repetition, we shall not make a mention of such requests received while discussing, in this Volume (of the Report), the representations to this effect received from individual categories under the respective departments.

The Commission has attempted, as far as possible, to analyse the requests for pay scale/ pay grade revision/ improvement received from different categories, belonging to the same departmental hierarchical chain, together so that vertical relativities are better appreciated. The Commission has also been guided, in its analysis, by certain

inter as well as intra departmental equivalence/ equations that it has discerned while taking up the exercise of pay revision. We have kept in view the nature of duties performed, qualifications attached, feeder/ promotion categories, extent of public interface, span of control, jurisdictional area, historical progression of pay scale as well as levels in the service hierarchy etc. as factors for comparing and equating various categories of posts, both within a department as well as across departments. . The Commission has tried to bring in maximum level of objectivity to the whole exercise, although some extent of perceptual subjectivity is inevitable. The detail reasons for the pay grades assigned to various categories have been mentioned at the appropriate places while discussing their parities/ relativities under the respective departments. We now proceed to mention below some of the discernible inter and intra-departmental equations which have formed the basis of our recommendations of pay scales assigned to some of the posts. While some of them are already existing, some have been established now.

- (1) There has been fervent request from the Veterinary Doctors for parity with the Medical Doctors. While the Commission could not agree with this request for reasons cited elsewhere, it has removed the existing difference in pay grades between the Veterinary Doctors and the corresponding categories of Ayush Doctors, as follows:

Department	Equated Categories				
Ayush	Additional Director	Chief Medical Officer*		Senior Medical Officer	Medical Officer
Veterinary	Additional Director	Joint Director	Deputy Director	Assistant Director	VAS

- Intermediate grade between those of Joint Director and Deputy Director of Animal Husbandry

- (2) The three allied sectors of Horticulture, Sericulture and Fisheries have been equated in respect of their State Service ranks:

Department	Equated Designations				
Horticulture	Additional Director	Joint Director	Deputy Director	Assistant Director	Horticulture Officer
Sericulture	Additional Director	Joint Director	Deputy Director	Assistant Director	Sericulture Officer
Fisheries	Additional Director	Joint Director	Deputy Director	Assistant Director	Fisheries Dev. Officer

(3) An equation of parity has been established between the Para-medical officers and the Para-Veterinary Officers as follows:

Department	Equated Designations			
Para-Medical Staff	Community Health Officer	Multi-purpose Health Extension Officer	Multi-purpose Health Supervisor	Multi-purpose Health Assistant
Para-Veterinary Staff	Veterinary Livestock Inspector	Junior Livestock Officer	Livestock Assistant	Veterinary Assistant

(4) The Commission feels that, in the department of Ayush, complete parity should be maintained between the under mentioned categories of non-teaching and teaching staff. This has been effected wherever missing:

Class/ Cat.	Non-Teaching	Teaching	Remarks
B/I	Additional Director	Principal, Professor (P.G.)	3 rd level promotion
B/II	Regional Deputy Director, Chief Superintendent, Superintendent of Hospital, Inspector of Board of Indian Medicine, R.M.O., Superintendent of Govt. Herbarium, Chief Medical Officer	Professor (U.G.). Reader (PG), Research Officer	2 nd level promotion
B/III	Senior Medical Officer, Senior Medical Officer (L.R.), Assistant Medical Officer (Pharmacy), Museum Assistant (Herbarium)	Senior Lecturer, Assistant Professor, Assistant Research Officer	1 st level promotion
B/IV	Medical Officer, Medical Officer (LR), Inspecting medical Officer, Drug Inspector	Lecturer, Technical Assistant	Initial Level

(5) The existing equations among the staff of five departments under the umbrella of Finance Department are apt. They are continued:

Treasury & A/C	State Audit	Works & A/C	PAO	Life Insurance
Director	Director (one grade below)			
Addl. Director	Addl. Director (one grade below)	Director	PAO	Director
Deputy Director/ CAO	Deputy Director	PAO/ CAO	Deputy PAO	Deputy Director
DTO/Assistant Dir./ AO/ PPO	District Audit Officer	APAO	Assistant PAO	Asst. Dir. (one grade below)
ATO/ AAO/APPO	Asst. Audit Officer	Divl. A.O. (Gr-I)		
		Divl. A.O. (Gr-II)		
Sub-Treasury Officer/ Junior Accounts Officer		Superintendent	Superintendent	Superintendent
Senior Accountant	Senior Auditor	Senior Accountant	Auditor	Senior Accountant
Junior Accountant	Junior Auditor	Junior Accountant	Assistant Auditor	Junior Accountant

(6) Complete parity has been established between the corresponding rank officers of Mining and Geology and Ground Water Departments as follows:

Ground water Department	Mines & Geology Department
Director	Director
Joint Director	Joint Director
Deputy Director (Hydrology, Hydrogeology, Geophysics)	Deputy Director (Mines & Geology, Mines)
Assistant Director (Hydrology, Hydrogeology, Geophysics)	Assistant Director (Mines & Geology, Mines)
Assistant (Hydrologist, Hydrogeologist, Geophysicist)	Assistant (Geologist, Geophysicist)

(7) The Commission has observed the following equations between the various categories of staff in the uniformed departments:

Uniformed Department	Categories				
Forest	Beat Officer	Forest Section Officer	Deputy Range Officer	Range Officer	Assistant Conservator of Forest*
Prison	Warder	Head Warder	Deputy Jailor	Jailor	Deputy Superintendent of Jails
Fire	Fireman	Leading Fireman	Station Fire Officer	Assistant District Fire Officer	District Fire Officer
Excise	Constable	Head Constable	Sub-Inspector	Inspector	Assistant Excise Superintendent
Transport	Transport Constable	Head Transport Constable	Assistant MVI**	Motor Vehicle Inspector**	Regional Transport Officer
Categories in Police Department placed one pay grade higher than the corresponding categories above (except */**)					
Police	Constable	Head Constable	Sub-Inspector	Inspector	Deputy Superintendent of Police

* on par with Deputy Superintendent of Police

** MVI and AMVI have higher pay grades commensurate with their technical qualifications

(8) Complete parity has been established among the various categories of posts in the State Services of Engineering, Electrical Inspectorate, Boilers and Factories Departments, as follows:

Engineering Dept.	Electrical Inspectorate Dept.	Boilers Dept.	Factories Dept.
Chief Engineer	Chief Elec. Inspector	Director	Director
Superintending Engineer	Deputy Chief Electrical Inspector	Joint Director * (non-technical post)	Joint Chief Inspector
Executive Engineer	Electrical Inspector	Deputy Chief Inspector	Deputy Chief Inspector

Deputy Executive Engineer	Deputy Electrical Inspector		Senior Inspector
Assistant Executive Engineer	Assistant Electrical Inspector	Inspector	Inspector

(* Non-technical post, hence one grade below others)

(9) An equation of near parity has been established between the two parallel wings of Workshop Staff in the Polytechnics and I.T.I.s, as follows:

Workshop staff in Poly-techs		Workshop staff in it is	
Foreman	Dip. In Automobile/ Mechanical Engineering or ITI Certificate plus 2 years experience	Training Officer	Degree or Dip. In Engineering or National Apprenticeship Certificate plus SSC with Craft Instructors Training certificate
Sr. Instructor	-----do-----	Dy. Training Officer	Dip. In Engineering or National Apprenticeship Certificate plus SSC with Craft Instructors Training certificate
Mechanic etc.	-----do-----	Asst. Training Officer	-----do-----
Jr. Instructor / Boiler Attender	Dip. In Automobile/ Mechanical Engineering or ITI Certificate plus 1 year experience	---- (No equivalent post)---	-----
Lab. Attender/ Workshop Attender	-----do-----	Tech Assistant (6)	SSC with Certificate in NAC/NTC, preference for CTI trained candidate

*Higher qualification level, so two grades higher

- (10) The Commission has studied the administrative structure of the Department of Drug Control Administration and equated the staff of Enforcement and Laboratory wings in the following manner:

Drug Control Department (Designations)	
Enforcement Wing	Laboratory Wing
Director	
Joint Director	Joint Director (Lab.)
Deputy Director	Senior Scientific Officer
Assistant Director	Junior Scientific Officer
Drug Inspector	-----No equivalent post-----
Junior Analyst	

The Commission has continued the time honoured equation of parity among the categories of Tahsildar (MRO), Mandal Development Officer, Agriculture Officer, Mandal Education Officer and Inspector of Police, who are the crucial functionaries handling different administrative verticals at the Mandal level and among whom proper administrative co-ordination is of imperative importance.

INDEX

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
01.	Legislature Secretariat	1
02.	Andhra Pradesh High Court	3
03.	Andhra Pradesh Public Service Commission	7
04.	Secretariat	10
05.	Common Categories	19
06.	Agriculture & Co-Operation Department	
	a) Agriculture Department	25
	b) Co-operation and Registrar of Co-Operative Societies Department	34
	c) Agricultural Marketing Department	45
	d) Horticulture Department	50
	e) Sericulture Department	54
	f) Agricultural Market Committees	58
07.	Animal Husbandry, Dairy Development & Fisheries Department	
	a) Animal Husbandry Department	61
	b) Fisheries Department	75
08.	Consumer Affairs Foods & Civil Supplies Department	
	a) Legal Metrology Department	84
09.	Energy Department	
	a) Directorate of Electrical Safety and Chief Electrical Inspector to Government	89
10.	Engineering Departments	94
11.	Environment, Forests, Science and Technology Department	
	a) Forest Department	108

Sl. No.	Name of the Department		Page No.
(1)	(2)		(3)
12.	Finance Department		
	a)	Treasuries and Accounts Department	114
	b)	Pay and Accounts Office	126
	c)	State Audit Department	129
	d)	Works & Accounts Department	135
	e)	Government Life Insurance Department	143
13.	General Administration Department		
	a)	Anti - Corruption Bureau	149
	b)	Information and Public Relations Department	152
14.	Health, Medical and Family Welfare Department		
	a)	Family Welfare Department	166
	b)	Public Health and Family Welfare Department	182
	c)	Medical Education Department	215
	d)	Drugs Control Administration Department	249
	e)	Institute of Preventive Medicine, Public Health Labs and Food (Health) Administration Department	261
	f)	Ayurveda, Yoga, Naturopathy, Unani, Siddha & Homoeopathy Department [AYUSH]	267
15.	Higher Education		
	a)	Technical Education Department	277
	b)	Collegiate Education Department	284
	c)	A.P. State Achievers and District Gazetteers Department	286

Sl. No.	Name of the Department		Page No.
(1)	(2)		(3)
16.	Home Department		
	a)	Police Department	291
	b)	Prisons and Correctional Services	308
	c)	A.P. State Disaster Response and Fire Services Department	318
	d)	Printing, Stationery and Stores Purchase Department	331
	e)	Judicial Department	333
	f)	Sainik Welfare Department	342

01. LEGISLATURE SECRETARIAT

The Legislature Secretariat is headed by the Secretary. The Secretariat is common for both the Houses of the Legislature. The functions of the Legislature Secretariat is to facilitate meetings of the Assembly and the Council to enable the Houses to transact their business of Law making, voting of the Budget and other important issues that are raised by the Hon'ble Members for discussion on the floor of the House. The other important function of the Legislature Secretariat is to provide facilities such as accommodation, payment of salaries, T.A. and D.A and medical reimbursement to the Hon'ble Members. It also handles payment of pensions and medical expenses of the Ex-Legislators and their spouses. The Legislature Secretariat also facilitates and provides support to the Legislative Committees in getting the required information through interactive meetings with officials of different Government Departments.

1. Technical Officer ₹.42490-96110 (Grade 23)

Request: It is represented that the post of Divisional Radio Engineer was downgraded to that of Technical Officer and was made equivalent to the Deputy Executive Information Officer. The present incumbent joined in the Legislature Secretariat as Assistant Radio Engineer in 1992 and got promotion as Technical Officer. It is stated that there is no promotional channel for the post of Technical Officer. The vacancies arising out of superannuation are not being filled up and because of that the technical wing is being manned with a skeleton staff of one Record Assistant and outsourced staff. The request is to keep the post of Technical Officer in the rank of Regional Information Engineer (former Divisional Executive Engineer). It is also requested to issue suitable instructions to upgrade the post of Technical Officer to that of Regional Information Engineer (former Divisional Executive Engineer) and promote the existing incumbent to that post.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	7400 - 15475 (21)	10845- 25600 (21)	19050- 45850 (21)	42490- 96110 (23)		
Compared Post: Regional Information Engineer						
4400- 8700 (23)	8400- 16525 (23)	13390- 28500 (24)	23650- 49360 (24)	49870- 100770 (25)	Deputy Executive Information Engineer ₹.42490-96110 (23)	Chief Information Engineer ₹.56870-105810 (27)
Mode of Appointment: No Service Rule						

Recommendations:

The Commission is given to understand that there are no Service Rules governing this post and the Legislature Secretariat has been following the Andhra Pradesh Information Service Rules. In the absence of Service Rules, at present the category of Technical Officer is considered as a stand-alone category without any feeder or promotion categories. The petitioner has stated that he joined as Assistant Radio Engineer and got promoted as Technical Officer, which is equivalent to the category of Deputy Executive Information Engineer. The request to upgrade the post does not come under the purview of the Pay Revision Commission. A similar request was also made before the Tenth Pay Revision Commission, which declined the request and maintained parity with the category of Deputy Executive Information Engineer. The present Commission endorses that view and decides to maintain status quo by assigning the corresponding revised pay scale of ₹.65360-154980 (Grade-23) to this category.

02. ANDHRA PRADESH HIGH COURT

The Andhra Pradesh High Court was established in the year 1954, when the new state of Andhra was formed from the earlier Madras Presidency. After the merger of the Hyderabad State with Andhra State to form the State of Andhra Pradesh, the Court initially met at the Guntur city till 1956. Thereafter, the High Court started functioning from the capital city of Hyderabad. However, post bifurcation of Andhra Pradesh into Telengana and residuary Andhra Pradesh, as per the Andhra Pradesh Reorganisation Act, 2014, the High Court of Judicature at Hyderabad was constituted as a common High Court until the new High Court for the State of Andhra Pradesh was created. Later by a Presidential order, the High Court for the state of Andhra Pradesh was established on 1st January, 2019. The principal seat of the High Court is now at Amaravati, the capital of Andhra Pradesh state. The Registry of the High Court of Andhra Pradesh is headed by the Registrar General, who is assisted by the Registrars and other Ministerial staff.

The sole representation received by the Commission from the employees is discussed below:

- 1. Court Masters and Personal Secretaries ₹. 37100-91450 (Grade- 21)
Personal Secretaries to the
Hon'ble Judges and Registrars**

Request:

It is represented that the Ninth Pay Revision Commission improved the pay scale of the Court Masters and Personal Secretaries to the Hon'ble Judges and Registrars and equated them with that of the Chief Administrative Officers. It is stated that the Ninth Pay Revision Commission awarded the higher pay scale, as stated above, after considering the recommendations of a Committee of two Hon'ble Judges constituted in the light of directions of the Hon'ble High Court in W.P. No.2167 of 2008 dated 25.6.2008. Subsequently, the Tenth Pay Revision Commission improved the pay scale of the Chief Administrative Officers by two grades whereas there was no improvement made to the pay scale of the Court Masters and Personal Secretaries to the Hon'ble Judges and Registrars. It has therefore been requested that, keeping in view the arduous and confidential nature of duties which often go beyond the office hours and are required to be done on holidays, the pay scale may be enhanced by two grades so as to be on par with that of the Chief Administrative Officer (i.e. corresponding to the scale of ₹.42490-96110).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Court Maters and Personal Secretaries to the Hon'ble Judges and Registrars						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	19050-45850 (21)	37100-91450 (21)	Translator/Deputy Section Officer ₹. 28940-78910 (17)	Assistant Registrar ₹. 46060-98440 (24)
Compared Post: Chief Administrative Officer of Judicial Department						
3110-6380 (18)	5980-12100 (18) / 7400-15475 (21)	9285-21550 (19) / 10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Senior Superintendent / Stenographer Grade-I ₹.29760-80930 (18)	
Mode of Appointment: By promotion from the category of Translators / Deputy Section Officer or by Direct recruitment or by transfer from any other service						
Qualification: By Direct Recruitment - A degree in Arts or Science or Commerce or Law. Promotion and transfer - Pass in Accounts Tests for Executive Officers. A pass in the Government Technical examination with a speed of 180 words per minute in Shorthand and Typewriting by the Higher Grade is a pre requisite for appointment under any method of recruitment.						

Recommendations:

The Commission took into account the following aspects for analyzing this request:

- (1) The Personal Secretaries assist the Hon'ble Judges and the Registrars of the High Court in the due discharge of their respective functions. They also take down dictations and have also to attend the residence (camp) offices of the Hon'ble Judges, whenever required. In addition, they take care of the official engagements of the Hon'ble Judges and Registrars.

The Chief Administrative Officer, on the other hand, is the highest post in the hierarchy of the Andhra Pradesh Judicial Ministerial Service and it is a Gazetted post. The incumbent has to attend to the administrative work on the ministerial side in the entire district, as per the instructions of the Principal District Judge. He/she exercises power as the Drawing and Disbursing Officer. He/she also acts as the State Assistant Public Information Officer under the RTI Act. He/ she has to

tour the entire District to assist the District Judge in judicial administration work. Thus functionally the two categories have different duties and responsibilities.

- (2) It is stated that the Hon'ble High Court of Andhra Pradesh, in WP No.2167/2008, had directed the Government to reconsider the matter of revision of pay of the category of Personal Secretaries/ Court Masters in consultation with the High Court of A.P. and arrive at a decision regarding the grant of a pay scale of ₹.10845-25600 (Grade-21) (8th PRC). Thereupon the 9th PRC, keeping in view the recommendations made by a Committee of two Hon'ble Judges of the A.P. High Court, fixed the corresponding pay scale of ₹.19050-45850 (Grade-21) for this category. The 10th PRC continued the same and assigned the corresponding pay scale of ₹.37100-91450 (Grade-21).

In respect of the category of Chief Administrative Officer, the First National Judicial Pay Commission had recommended up-gradation of the then existing post of Administrative Officer as Chief Administrative Officer and to assign a revised pay scale of Rs.7400-15475 (Grade-21) in the 1999 pay scales. Accordingly orders were issued in G.O.Ms.No.50, Law Department, dated 23/4/2009. In addition to the revision of scales, as per the above orders, the category was ordered to be filled by promotion from the cadre of Senior Sheristedars / Senior Superintendents and to become eligible for consideration one must have put in not less than 3 years of service. Thus a three grade advancement in pay scale was given to this post (from 18 to 21). The corresponding pay scales were assigned in the 2005 and 2010 RPSs. The 2015 PRC improved the pay scale further to Grade-23 taking into account the duties and responsibilities and qualification prescribed for this post.

It may thus be seen that the two categories were not at par in the 1999 and 2005 RPS. The par pay scales (Grade-21) assigned in the 2010 RPS was only fortuitous and not a deliberated one. In fact parity between the two categories were never sought for by the employees in the earlier PRCs.

- (3) The Commission finds that traditional intra and inter departmental parity exists among the category of P.S. to Hon'ble Judges/Registrars/Court Masters and the five other categories of posts mentioned in the following Table and their functions and responsibilities are also similar in nature:

Category	Pay Grade in RPS				
	1993	1999	2005	2010	2015
Court Master/ P.S. to Judges/ Registrar	18	18	19	21	21
Section Officer/ Court Officer/ Scrutiny Officer	18	18	19	20	21
Section Officer, State Secretariat	18	18	19	20	21

P.S. to Chief Secretary / Prl. Secretaries	18	18	19	20	21
P.S. to Speaker/ Dy. Speaker/ LOP	18	18	19	20	21
Reporter of Assembly	18	18	19	20	21

A

s seen from above, there was a singular disparity in pay grades in the 2010 RPS (i.e. the categories of Court Master/ P.S. to Judges/ Registrar were assigned one pay grade higher than the other compared categories) which was subsequently corrected in the 2015 RPS.

Considering all the above aspects, the Commission is of the view that the existing pay scale is appropriate and accordingly assigns the corresponding scale of ₹.57100-147760 (Grade-21) on par with the other categories mentioned above.

03. ANDHRA PRADESH PUBLIC SERVICE COMMISSION (APPSC)

The Andhra Pradesh Public Service Commission came into existence on 1st November, 1956 and it was established under Article 315 of the Constitution of India. The Commission discharges the functions enumerated in Article 315 of the Constitution of India. In addition to the competitive examinations for direct recruitment for various posts, the Commission conducts departmental tests, which are prescribed in the respective Service Rules, to be passed during the period of probation or for promotion to the next higher category. These tests are held at the 13 District Head Quarters, twice a year, for the employees of the State Government.

1. **Additional Secretary** ₹. 73270-108330 (Grade 30)
2. **Joint Secretary** No post existed prior to Sept., 2018
3. **Assistant Secretary** ₹. 46060-98440 (Grade 24)
4. **Section Officer** ₹. 37100-91450 (Grade 21)

Request: The grievance put forth is that that there is considerable difference in pay scales between the officers of the Andhra Pradesh Public Service Commission and their counterparts in the State Secretariat though the service rendered by them are equivalent. Further the jobs performed by various functionaries in the Andhra Pradesh Public Service Commission are strictly confidential in nature. The Commission, being a single unit, has no subordinate office and as such the promotional opportunities for the staff are limited. It is requested to assign upgraded pay scales as follows:

Additional Secretary - ₹.87130-110850 (Grade 32) on par with Addl. Secretaries of the Secretariat
 Joint Secretary - ₹. 73270-108330 (Grade 30), when such post is created
 Assistant Secretary - ₹. 49870-10070 (Grade 25)
 Section Officer - ₹. 40270-93780 (Grade 22)

Additional Secretary

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	19675-30765 (29)	37600-54360 (30)	73270-108330 (30)	Deputy Secretary ₹.56870-105810 (27)	Secretary (cadre post)
Compared Post: Additional Secretary to Government						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Joint Secretary to Govt. ₹.73270-108330 (30)	--

Mode of Appointment: By promotion from the category of Joint Secretary.

Joint Secretary						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Post created vide G.O. Ms. No.128 General Administration (Services A) Department dated 28.09.2018						
Compared Post: Joint Secretary to Government						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7070-10100 (30)	13450-19050 (30)	21550-30765 (30)	37600-54360 (30)	73270-108330 (30)	Deputy Secretary to Government ₹.56870-105810 (27)	Additional Secretary to Government ₹.87130-110850 (32)
Mode of Appointment: By promotion from the category of Deputy Secretary						
Assistant Secretary						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer ₹. 37100-91450 (21)	Deputy Secretary ₹.56870-105810 (27)
Compared Post: Assistant Secretary to Govt. (Strictly Confidential)						
There is no post of Assistant Secretary to Government (Strictly Confidential)						
Section Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary ₹.46060-98440 (24)
Section Officer (Strictly Confidential) of Secretariat						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Section Officer (SC) ₹.28940-78910 (17)	Assistant Secretary to Govt. ₹. 46060-98440 (24)
Mode of Appointment			By promotion from the category of Assistant Section Officer.			

Recommendations:

At present there is parity in pay scales between the APPSC and the Secretariat in respect of the categories of Assistant Section Officer, Section Officer, Assistant Secretary and Deputy Secretary. It is also observed that in the APPSC staff structure and Service Regulations separate categories of Assistant Section Officer (strictly confidential) and Section Officer (strictly confidential) have not been created unlike in the Secretariat Services. Further the post of Joint Secretary, which is the next promotion post to the post of Deputy Secretary in the State Secretariat Service, was non-existent in the APPSC until it was created vide G.O. Ms. No.128 General Administration (Services A) Department dated 28.09.2018 as a part of the process of rationalization of APPSC's staff strength. Regulation 12(3) (b) of APPSC provided that the Deputy Secretary shall be eligible for promotion to the cadre of Additional Secretary. However in G.O.Ms. No. 32 General Administration (Services. A) Dept. dated 08-03-2019, Government have issued orders to the effect that the Deputy Secretary (non-cadre) shall be the feeder category for promotion to the post of Joint Secretary (non-cadre) and the latter the feeder post for the category of Additional Secretary.

The Commission is of the view that there should be parity between various posts in the State Secretariat and the corresponding posts in the APPSC and accordingly assigns the following pay scales to the various posts discussed above:

Additional Secretary	₹. 133900-179000 (Grade-32) (upgraded by two pay grades)
Joint Secretary	₹. 112610-174790 (Grade-30) (newly created)
Assistant Secretary	₹. 70850-158880 (Grade-24)
Section Officer	₹. 57100-147760 (Grade-21)
5. Junior Assistant	₹. 16400-49870 (Grade-07)

It has been represented that the Junior Assistants in APPSC be assigned a higher pay scale on par with other posts in Government having Bachelor Degree as the entry qualification.

Recommendations:

Since the Junior Assistants in APPSC perform functions similar to the Junior Assistants working in various Departments of the Government, their pay scale shall be the same as the common pay scale assigned by the Commission to this category under 'Common Categories'.

04. SECRETARIAT

Secretariat is the main seat of administration of the State Government. The Government's policies are formulated and given shape in the State Secretariat. The Council of Ministers under the leadership of the Chief Minister functions from the Secretariat and the Departments of the Secretariat work to assist the Ministers in the due discharge of their responsibilities. The Chief Secretary to Government, who is the bureaucratic head functioning from the Secretariat, co-ordinates the activities of all the Secretariat Departments and gives them guidance and direction. He also acts as the Cabinet Secretary.

The Secretary/Principal Secretary/Special Chief Secretary to Government administers the department under the overall control of the concerned Cabinet Minister. All Secretaries/Principal Secretaries/Special Chief Secretaries to Government are Senior IAS officers except the Secretary to Government of Law Department, who is a Judicial Officer in the cadre of District and Sessions Judge and they report to the Chief Secretary to Government.

There are thirty Departments of Secretariat. The Finance Department and Law Department constitute separate units for appointment and seniority. All other departments in Secretariat constitute 'Single Unit'.

Section is the basic functional unit in a Secretariat Department and is headed by the Section Officer. The Assistant Secretary to Government is the first supervisory officer and reports to the Deputy Secretary/Joint Secretary/Additional Secretary to Government. The Secretarial assistance to the Secretary to Government is provided by the Private Secretary to Secretary to Government/Special Category Stenographers and Senior Stenographers.

1. **Assistant Secretary to Government** ₹. 46060-98440 (Grade 24)
2. **Assistant Draftsman – Law Department** ₹. 46060-98440 (Grade 24)

Assistant Secretary to Government

Request: It is represented that the post of Assistant Secretary to Government is a crucial post as he scrutinizes every file passing through him which enables the higher ups to take a decision. He has 2-3 Sections under his control, issues initial reminders, acts as Public Information Officer in RTI cases and disposes many files at his level as the Assistant Secretary is the final authority in respect of routine establishment and service matters of Class-IV category. It is suggested that a revised pay scale of ₹.94830-224280, which corresponds to the present pay scale of ₹.49870-100770 (Grade 25), be assigned to this post.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer ₹.37100-91450 (21)	Deputy Secretary to Government ₹.56870-105810 (27)
Mode of Appointment:						
a) Law Department:						
i) Promotion from the category of Section Officer/Private Secretary to Secretary to Government of Law Department.						
ii) Transfer on tenure of District Munsiff in the Andhra Pradesh State Judicial Service.						
b) Finance Department: By Promotion from the category of Section Officer/Private Secretary to Secretary to Government of Finance Department Accounts Officer.						
c) Single Unit (other than Law and Finance):						
i) By Promotion from the category of Section Officer(SC)/Section Officer/Private Secretary to Secretary to Government						
ii) By transfer on tenure of a special Grade Deputy Collector of the Revenue Department for one post in the Revenue Department of the Andhra Pradesh Secretariat.						
iii) By promotion of Accounts Officers.						
iv) If the State Government so direct, by transfer from among full members and approved probationers of any other service which the State Government may specify.						
Qualifications: Law Department - By any method: A Bachelor's Degree in Law of a University or an equivalent qualification with subjects of code of Civil Procedure and the code of Criminal Procedure.						
Assistant Draftsman - Law Department						
Request: It is requested that the existing parity with the Assistant Secretary to Government may be continued						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Translator ₹.28940-78910 (17)	Deputy Draftsman ₹.56870-105810 (27)
Mode of Appointment: By promotion from the category of Translators in Law Department.						

Qualifications: By any method - A Bachelor's Degree in Law or an equivalent qualification with subjects of Code of Civil Procedure and Code of Criminal Procedure. ii) Must have passed the Translation Test conducted by the Andhra Pradesh Public Service Commission in the Telugu Language; and iii) Must have at least one year's experience either in the Translation work or in the Legislation Drafting or both.

Recommendations:

This is the second level promotion post from the direct recruitment entry level post of Assistant Section Officer (recruited through APPSC Group-2 examination- non-executive category). Historically, the pay scales of these two categories have been at par with the post of Deputy Director (Non-technical) in most Government Departments. Keeping the above aspects and the qualification, duties and responsibilities in view, it is considered that the existing pay scale is adequate and accordingly the corresponding pay scale of ₹.70850-158880 (Grade 24) is assigned to these two categories.

- | | | |
|-----------|---|----------------------------------|
| 3. | Section Officer
(Strictly Confidential) | ₹. 40270-93780 (Grade 22) |
| 4. | Section Officer | ₹. 37100-91450 (Grade 21) |
| 5. | Private Secretary to Secretary to Government | ₹. 37100-91450 (Grade 21) |

Section Officer (Strictly Confidential)						
Request: It is represented that the post of Section Officer (SC) is a distinct category and the duties and responsibilities attached to this post are quite high. The entire work is carried out by him, right from taking the current number till the disposal of the case – putting up reference papers, preparing Notes and Drafts, obtaining orders of superior officers, proposing draft orders, issuing orders after obtaining approval and closing the file finally. Working beyond office hours is a normal phenomenon in this post. It is stated that the scale of pay is not commensurate with the duties and responsibilities. Hence it is requested to assign the higher pay scale of ₹. 79860-211940 corresponding to the pay scale of ₹. 42490-96110 (Grade 23) to this post.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Section Officer (Strictly Confidential) ₹.28940-78910 (17)	Assistant Secretary ₹.46060-98440 (24)
Mode of Appointment: (i) By transfer of Section Officer of the Departments of Secretariat constituting the Single Unit after passing an examination (ii) By appointment by promotion of Assistant Section Officer (SC).						

Qualifications: i) A Bachelor's Degree or an equivalent qualification. (ii) Minimum experience of two years as Section Officer/ five years in case of Assistant Section Officer (SC); and (iii) Every Section Officer of Single Unit appointed as Section officer (SC) shall acquire Typewriting qualification (English) at least by Lower Grade during the period of probation, if he does not already possess such qualification.

Section Officer

Request: It is stated that the Section is the basic functional unit for which Section Officer is the in charge. He/ she is responsible for due disposal all the files relating to the subject(s) allotted to that section. He/she is responsible to the officers under whom he works for the efficient and expeditious disposal of the business at all stages in the section. He trains the Assistant Section Officers and attends to difficult and important references/papers. Further he/ she is supposed to be well versed with computer operations and processing of files on e-office and CFMS platforms particularly in the Finance Department. He has to attend to court cases right from the stage of drafting para-wise remarks to the point of filing of Counter Affidavit. In important cases he attends the hearing to assist the Government Pleader. He examines the Vigilance cases with reference to Vigilance Manual and attends the trial courts as witness. During the Assembly Sessions, in addition to preparing answers to questions and furnishing information to the issues raised in the Assembly, he attends the Sessions to take note of issues raised during the Assembly Proceedings. It is requested to assign a revised pay scale of ₹.75480-211940, which corresponds to ₹.40270-93780 (Grade 22), on par with Assistant Director / Deputy Collector / Deputy Superintendent of Police / Commercial Tax Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Government ₹. 46060-98440 (24)

Compared Post: Assistant Director (non-technical)

3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)
-------------------	--------------------	---------------------	---------------------	---------------------	---	--

Compared Post: Deputy Collector/ Deputy Superintendent of Police/ Asst. Commissioner of State Tax

3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Respective feeder category ₹.35120-87130 (20)	Respective promotion category ₹.52590-103290 (26)
-------------------	--------------------	---------------------	---------------------	---------------------	---	---

Mode of Appointment:**a) Law Department:** By transfer of (i) Assistant section Officers in Law Department

(ii) transfer of Special category Stenographers appointed as such prior to 08.03.1984 and who have exercised option for clerical line in the Law Department

(iii) transfer of Superintendents in the Andhra Pradesh Ministerial Service Working in the offices of Heads of Departments and Directorates under the Law Department.

(iv) transfer of Superintendents in the Andhra Pradesh High Court Service

b) Finance Department: By transfer of (i) Assistant Section Officers in Finance Department.

(ii) By appointment by transfer of Special category Stenographers appointed prior to 08.03.1984 and who have exercised option for clerical line in the Finance Department.

(iii) By appointment by transfer of Superintendents in the Offices of the Heads of Departments and Directorates under the Administrative control Finance Department. (viz., Directorates of Treasuries and Accounts and State Audit).

c) Single Unit (Other than Law and Finance): By transfer of (i) Assistant Section Officers in Single Unit in the Departments of Secretariat other than Law and Finance Departments.

(ii) Special category Stenographers appointed as such prior to 08.03.1984 and who have exercised option for clerical line in the Departments of Secretariat other than Law and Finance Departments.

(iii) By appointment by transfer of Superintendents in the Andhra Pradesh Ministerial Service working in the Offices of Heads of Departments and Directorates, other than those under the administrative control of Law and Finance Departments.

Private Secretary to Secretary to Government

Request: It is stated that the Private Secretary to Secretary to Government is an important member among the personal staff attached to the Secretary/Principal Secretary/Special Chief Secretary/Chief Secretary to Government. He arrives at the office much before the officer arrives and stays in the office till the officer leaves. The job is not specific and changes according to the requirement of the officer. He prepares schedule for the day, monitors appointments, apprises the officer of the engagements during the day, updates contact details and so on. The job chart is innovative which requires special attention and presence of mind. It is requested to maintain parity with the pay scale of the Section Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Special Category Stenographer ₹.28940-78910 (17)	Assistant Secretary to Government ₹.46060-98440 (24)

Mode of Appointment: (i) By promotion from the category of Special Category Stenographer or (ii) by transfer of Section Officer of Secretariat who have shorthand and typewriting by higher grade qualifications or (iii) by transfer of Personal Clerk to the Chief Secretary who have four years of service and passed typewriting and shorthand high grade.

Recommendations:

The post of Section Officer is not comparable with those of Deputy Collector, Deputy Superintendent of Police and Assistant Commissioner of State Tax (Former Commercial Tax Officer) as the duties and responsibilities are totally different. It is observed that the pay scale/ grade of the Section Officer is the same as that of the Assistant Director (Non-technical) in most Government Departments. In fact this post is the first level promotion post from the entry level post of Assistant Section Officer (APPSC Group-II- non-executive post). The pay grade assigned to the Private Secretary to Secretary to Government has been at par with that of the Section Officer while the Section Officer (SC) has always been given one grade higher than that of the Section Officer. Hence, keeping the qualifications, hierarchical position, duties and responsibilities and historical relativities in view, it is considered that the present pay grades are appropriate and accordingly the corresponding pay scales/ grades are assigned to these posts as follows:

Section Officer (Strictly Confidential)	₹. 61960-151370 (Grade 22)
Section Officer	₹. 57100-147760 (Grade 21)
Private Secretary to Secretary to Govt.	₹. 57100-147760 (Grade 21)

6. Special Category Stenographer ₹. 28940-78910 (Grade-17)

Request: It is represented that this category of employees is normally posted in the peshis of Secretaries/Principal Secretaries/Special Chief Secretaries to Government. The duties and responsibilities are similar to those of the Private Secretary to Secretary to Government such as preparing the list of engagements scheduled for the day, monitoring appointments, taking down dictations etc. It is requested to assign the pay scale of ₹.55090-173220 which corresponds to ₹.29760-80930 (Grade 18).

Duties in brief: Taking dictation and typing, assisting the middle level officers in administration, maintaining track of files.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Stenographer ₹.26600-77030 (16)	Private Secretary to Secretary to Govt. ₹.37100-91450 (21)

Mode of Appointment: By promotion from the category of Senior Stenographer.

Recommendations:

Maintaining the existing parity with the Special Category Stenographer under 'Common Category', the pay scale of ₹.45830-130580 (Grade-18) is assigned.

7. Assistant Section Officer (Strictly Confidential) ₹. 28940-78910 (Grade-17)
8. Assistant Section Officer ₹. 26600-77030 (Grade-16)
9. Senior Stenographer of Secretariat ₹. 26600-77030 (Grade-16)

Assistant Section Officer (Strictly Confidential Sections)						
Request: It is represented that the Assistant Section Officer (SC) is a distinct category, which is slightly higher than the Assistant Section Officer, keeping in view the higher duties and responsibilities entrusted. He assists the Section Officer (SC) in all aspects, performing similar functions. It is requested to assign a pay scale of ₹.55090-173220 which corresponds to ₹.29760-80930 (Grade 18).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Section Officer ₹.26600-77030 (16)	Section Officer (Strictly Confidential) ₹.40270-93780 (22)
Mode of Appointment: By promotion of Assistant Section Officer in the Department of Secretariat except Finance and Law Departments.						
Qualifications: (i) A bachelor's Degree (ii) Type writing qualification in English at least by lower grade. (iii) Must have a minimum of three years experience in the category of Assistant Section Officer Departments of Secretariat constituting Single Unit. Note: Selection through a written examination conducted for the Assistant section Officers in Single Unit and the mode of examination to be decided by the appointing authority from time to time.						
Assistant Section Officer						
Request: It is represented that the Assistant Section Officer plays a key role with wide spectrum of duties in the Secretariat. He acts as a pillar on which the entire administration of Secretariat stands. He initiates files with comprehensive initial note along with all relevant documents after thoroughly examining the connected material suggesting various alternatives keeping in view the rule position. He is responsible for every event that occurs in the section. He stays late in the office, whenever there is a demand of work and completes the task on hand. With recruitments not taking place regularly there is a lot of work pressure. Further there is no recruitment to the posts of Typist-cum-Assistants. It is further stated that the gap						

between the scales of Assistant Section Officer and Section Officer is wide and it should be narrowed.

It is requested to assign the revised pay scale of ₹.53650-159640, which corresponds to the pay scale of ₹. 28940-78910 (Grade 17), on par with the feeder posts to the Gazetted posts.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Typist cum Assistant ₹. 18400-55410 (09)	Section Officer. ₹.37100-91450 (21)

Mode of Appointment: (a) By Direct Recruitment (b) promotion from the category of Typist Cum Assistant / Telephone Operators / Sectional Assistant Grade I (c) by transfer of Senior Assistants (from the Offices of Head of Departments) governed by the Andhra Pradesh Ministerial Service or the Andhra Pradesh Judicial Ministerial Service or the Andhra Pradesh High Court Service for Law Department or the Andhra Pradesh Public Service Commission for General Administration Department (d) Senior Inspector of Co-operative Department for single unit and (e) transfer of Senior Accountant in AP Treasuries and Accounts Subordinate Service /AP Pay and Accounts Subordinate Service and Senior Auditor in AP State Audit Subordinate Service for Finance Department (vi) transfer of Senior Stenographers.

Qualification: Single Unit : By Direct Recruitment/Promotion/Transfer - Graduation
Finance Department : By Direct Recruitment/Promotion/Transfer - A bachelor's degree in Mathematics or Economics or Commerce
Law Department - By Direct Recruitment/Promotion/Transfer - A Bachelor's Degree in Law

Senior Stenographers

Request: It is represented that the Senior Stenographers work with the officers from Deputy Secretary to Government to Chief Secretary to Government. The duties and responsibilities are similar to that of Private Secretary to Secretary to Government. It is requested to assign the revised pay scale of ₹.53650-159640 which corresponds the pay scale of ₹.28940-78910 (Grade 17).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Senior Stenographer of Secretariat

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Junior Stenographer ₹.16400-49870 (07)	Special Category Steno ₹.28940-78910 (17)

Mode of Appointment: By direct recruitment and promotion from the feeder category of Junior Stenographer.

Qualification: By Direct Recruitment/Promotion/ : (i) A Bachelor's Degree (ii) Pass in Typewriting and Shorthand Higher in English, and (iii) Pass in Typewriting and Shorthand Lower grade in Telugu.

Recommendations:

Keeping the duties and responsibilities and existing parities in view, the following scales are assigned:

Assistant Section Officer	₹. 45830-130580 (Grade-18)
(Strictly Confidential) (enhanced by one pay grade on par with Special Category Steno and Superintendent in 'Common Category'))	
Assistant Section Officer	₹. 40970-124380 (Grade-16)
Senior Stenographer of Secretariat	₹. 40970-124380 (Grade-16)

05. COMMON CATEGORIES

It has been the practice in the past to deal with requests relating to pay scales, received from employees holding posts with the same (common) designation existing in a number of departments by categorizing them as 'Common Categories'. This Commission is of the view that merely because the designation/ nomenclature of a category of post is the same across different departments, they cannot be equated for the purpose of assigning pay scales without examining other parameters of parity, namely the qualification prescribed, position in the service hierarchy, feeder and promotion categories, nature of duties handled etc. The Commission therefore proposes to include under the umbrella of 'Common Categories' only such of the posts

- (a) which are covered by the following common Service Rules, namely:
 - 1. Andhra Pradesh Ministerial Service Rules
 - 2. Andhra Pradesh General Sub-ordinate Service Rules
 - 3. Andhra Pradesh Last Grade Service Rules; and
- (b) which are common to many Departments

The Commission would separately deal with the issue of assignment of pay scales to the other categories with similar/ common designation/ nomenclature but governed by different Service Rules.

We now proceed to discuss the representations received from the 'Common Categories' as described above:

- 1. **Superintendent/
Store Keeper Grade I/
Special Category Stenographer** ₹. 28940-78910 (Grade 17)
- 2. **Senior Assistant/
Store Keeper Grade II/
Senior Stenographer** ₹. 22460 -66330 (Grade 12)
- 3. **Junior Assistant/
Store Keeper Grade III/
Typist/Junior Stenographer** ₹. 16400-49870 (Grade 07)

Request: It has been represented that the pay scale of several technical categories have been improved by the successive Pay Revision Commissions whereas the 'Common Categories' have been assigned only the corresponding pay scales. The Ministerial cadres of Revenue Departments, Commercial Tax Department, Judicial Department and several other Departments have represented that they may be segregated from the 'Common Category'

and assigned higher pay scales in view of the special and arduous nature of duties and responsibilities handled by them. There is also a common request to improve the pay scale of these categories. The categories of Superintendent/Store Keeper Grade-I/ Special Category Stenographer have specifically represented that there is no difference in the functioning of the Superintendent and Senior Assistant in the offices of the Heads of the Department or any other sub-ordinate office and that of the Section Officer and Assistant Section Officer in the Secretariat. They have claimed that the noting and drafting in all the offices are similar in nature. They have therefore requested for parity in pay scales of the Superintendent and Senior Assistant with those of the Section Officer and Assistant Section Officer respectively.

Superintendent/Storekeeper Grade I/Special Category Stenographer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000 - 10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant/ Store Keeper Grade II/ Senior Stenographer ₹.22460-66330 (12)	Varies from Department to department
Compared Post: Section Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Government ₹. 46060-98440 (24)

Mode of Appointment: By Promotion from the category of Senior Assistant/Store Keeper Grade II or Senior Stenographer as the case may be.

Senior Assistant/ Senior Store Keeper/ Senior Stenographer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Store Keeper Grade III /Junior Stenographer ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)

Compared Post: Assistant Section Officer						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Typist cum Assistant ₹. 18400-55410 (09)	Section Officer. ₹.37100-91450 (21)
Mode of Appointment: Promotion from Junior Assistant/Typist/Junior Stenographer as the case may be.						
Junior Assistant/Store Keeper Grade III/ Typist/Junior Stenographer						
<p>Request: It is represented that the qualifications for the initial posts of Junior Assistants along with the Typists and Junior Stenographers have been improved prescribing graduation as the minimum general educational qualifications besides proficiency in office automation with usage of computer and associated software. It is also stated that the Junior Assistants in the offices of the Heads of Departments are being recruited through Group II Examination (Non-Executive). However, they are being treated on par with those working in the District and Mandal Offices who are being recruited earlier through Group IV or District Selection Committees now, by assigning the same scale of pay. Further the Assistant Section Officers in Secretariat, who are being recruited through Group II along with them, are drawing higher scales. The claim of Junior Assistants in the Commissionerate of Government Examinations is that the pay scales of their counterparts in the Andhra Pradesh Public Service Commission, on subsequent promotions, are much higher though the duties are similar in nature and they have therefore requested to make recruitments at the level of Assistant Section Officers uniformly and dispense with the recruitment of Junior Assistants through Group II examinations. They have requested that they should at least be brought on par with the Secondary Grade Teachers who have lesser qualification. Another request is to assign a higher pay scale on par with that of the Typist-cum-Assistant of the State Secretariat. Yet another request is to assign a higher pay scale to the Junior Assistants of Heads of Departments.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05)	Senior Assistant ₹.22460-66330 (12)
					Office Subordinate ₹.13000-40270 (01)	
Secondary Grade Teacher						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	School Assistant/ Headmaster of Primary School ₹.28940-78910 (17)

Typist-cum-Assistant						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	9460-27700 (9)	18400-55410 (9)	Office Sub-ordinate 13000-40270 (1)	Assistant Section Officer ₹.26600-77030 (16)
Mode of Appointment: By Direct Recruitment/ By transfer of Record Assistants and other equivalent categories in the Andhra Pradesh General Subordinate Service/ Andhra Pradesh Last Grade Service						
Qualification: (i) A Bachelor's Degree and (ii) "Proficiency in Office Automation with usage of computer and associated software" conducted by the APPSC or the recruiting agency (District Selection Committee) as the case may be.						

Recommendations:

The posts of Junior Assistants and Typists in the offices of the Heads of Departments are filled by Direct Recruitment through the Group II examinations conducted by the Andhra Pradesh Public Service Commission whereas the Junior Assistants and Typists in the offices other than the Heads of Departments are filled by Direct Recruitment by the District Selection Committees. The academic qualifications prescribed for Direct Recruitment of Junior Assistants and Typists in the offices of the Heads of Departments is Graduation. It used to be Intermediate in the offices other than the Heads of Departments till 12.05.2014. Orders have been issued in G.O. Ms. No. 133, General Administration Department dated 12.05.2014 amending the Andhra Pradesh Ministerial Service Rules prescribing "Proficiency in Office automation with usage of computer and associated software" for appointment to the posts of Junior Assistants, Assistant-cum-Typist, Senior Stenographers, Junior Stenographers, U.D. Typists, Typists, L.D. Typists etc. in the Offices of Heads of Departments/ Directorates and in the other Sub-Offices by direct recruitment through the Andhra Pradesh Public Service Commission/District Selection Committees. Similarly, the academic qualifications for Direct Recruitment in respect of Junior Assistants/Typists/UD Typists, LD Typists etc., in the offices other than the Heads of the Departments have been enhanced from Intermediate to Graduation Degree in G.O. Ms. No. 135, General Administration Department dated 12.05.2014.

The functioning of the Secretariat is different in nature as it is the seat of administration dealing with the final policy making levels. Further, much care is required while dealing with matters to be placed before the Council of Ministers and State Legislature as well while formulating various statutes. Hence comparison of the Junior Assistants, Senior Assistants and Superintendents with the Typist-cum-Assistants, Assistant Section Officers and Section Officers respectively working in the State Secretariat is not apt.

However, keeping in view the enhanced prescribed qualifications, the following higher pay scales are assigned:

Superintendent/
Store Keeper Grade I/
Special Category Stenographer ₹. 45830-130580 (Grade-18)
(Improved by one grade)

Senior Assistant/
Senior Store Keeper /
Senior Stenographer ₹. 37640-115500 (Grade-14)
(Improved by two grades)

Junior Assistant/
Store Keeper Grade III/
Typist/Junior Stenographer ₹. 28280-89720 (Grade-09)
(Improved by two grades)

4. Head Mali/Head Malan Not included in 'Common Category'
5. Daroga/ Head Watchman/
Head Chowkidar Not included in 'Common Category'
₹. 13000-40270 (Grade 1)

No representation has been received from these categories. All these posts belong to Category (1) of Andhra Pradesh Last Grade Service Rules. According to these rules,

- (i) the post of Head Mali/Head Malan is to be filled up by promotion from category (11) which consists of Gardener/Malan/Mali, the feeder categories being required to have one year of relevant experience.
- (ii) the posts of Daroga/Head Chowkidar/Head Watchman are to be filled up from category (3) which comprises of Watchman, Attender-cum-Watchman, Chowkidar and Gatekeeper etc. (with qualification of a pass in Class-V, who is an ex-Serviceman or who is trained in Civil Defense or worked as Home Guard)

The Commission finds that all the above mentioned posts have not been assigned uniform pay scales in all the Departments even though they are covered by the same set of Service Rules. Hence, keeping in view the methods of appointment, qualification required and responsibilities attached to these posts, the Commission assigns the following uniform pay scales:

Head Mali/ Head Malan ₹. 21200-65360 (Grade-3)
Daroga/ Head Watchman/
Head Chowkidar ₹. 21200-65360 (Grade-3)

6. Chainman

₹. 13000-40270 (Grade-1)

The Commission finds that there is an anomaly in the assignment of pay scale to the category of 'Chainman'. We find that this post existing in Survey Settlement and Land Records, Agriculture and Town Planning Departments constitutes category (7) of the A.P. Last Grade Service Rules. The method of appointment to this post in these departments is by direct recruitment and the qualification prescribed is an ability to read and write in Telugu, Urdu, English or Hindi. The same post also exists in the Forest Department (appointed by deputation from concerned department on tenure basis) and Mines and Geology Department (appointed by transfer of Attenders/by direct recruitment).

We observe that in the 10th PRC Report (Vol:-III) there are in all 20 entries of Chainman post in various departments of present Andhra Pradesh Government, out of which 15 have been assigned Grade-1, 4 Grade-2 and only 1 (in Survey Settlement and Land Records Department) Grade-3. The 10th PRC, after considering the representation of the concerned employees, assigned Grade-3 to the Chainmen of Survey Settlement and Land Records Department stating that they deserve this Grade on account of the technical and arduous nature of their work. However the pay scales of the same category of 'Chainman' in the other departments mentioned above were nor improved although they perform the same nature of work.

Recommendations:

The Commission is of the view that assignment of different pay grades to a 'common category' post existing in various departments does not stand to logic. In fact this has resulted in an obvious anomaly. Considering the above, we recommend that the pay scale of 'Chainman' post in 'Common Categories' may be improved to ₹.21200-65360 (Grade-3) and should be made applicable in all the departments where it exists.

06. AGRICULTURE AND CO-OPERATION DEPARTMENT

06. (a) AGRICULTURE DEPARTMENT

The Department of Agriculture is one of the major extension-cum-development oriented Departments of the government. The economy of the State of Andhra Pradesh being predominantly agrarian in nature the Agriculture Department has a major role to play in its growth. The Department provides Agricultural Extension services to farmers. It demonstrates the latest production technics to the farming community, introduces high yielding and pest resistant varieties of seeds and imparts training to farmers to improve their skills with a view to boost up the production and productivity of crops. The other objective of the Department is to assess the requirements of various agricultural inputs well in advance and ensure their timely supply to farmers. The Department also carries out certain other facilitation functions such as 1) Collection of soil samples and issue of Soil Health Cards, 2) Tie up crop insurance and agricultural credit, 3) Agricultural Mechanization, 4) Implementation of different agricultural development schemes with low cost technology like NFSM, NMOOP, Organic Farming, Seed Village Scheme, INM, etc.

The Department is headed by the Commissioner who is supported by complements of staff mainly comprising of Additional/Joint/Deputy/Assistant Director rank officers. Several Laboratories, Coding Centers and a small Engineering Section also work directly under the Head of Department. At the field level the Department functions through the Joint Directors of Agriculture assisted by the Deputy/ Assistant Directors, Agriculture Officers and Agricultural Extension Officers.

Representations received from the different categories of employees of Agriculture Department for enhancement of their pay-scales are discussed below:

1. Additional Director of Agriculture	₹. 66330-108330 (Grade 29)
2. Joint Director of Agriculture	₹. 56870-105810 (Grade 27)
3. Deputy Director of Agriculture	₹. 49870-100770 (Grade 25)
4. Assistant Director of Agriculture	₹. 40270-93780 (Grade 22)
5. Agricultural Officer	₹. 35120-87130 (Grade 20)

Request: It is represented that the Agriculture Officers are plant doctors. They shoulder the responsibility of input distribution, extension work and implementation of agricultural activities. They identify pests and diseases, malnutrition in plants due to deficiencies of micronutrients, promote upkeep of soil health by advocating changeover from chemical farming to organic cultivation. They also drive farmers to adopt integrated pest management and integrated nutrient management practices to reduce pollution as a result of indiscriminate use of chemical fertilizers, plant protection chemicals and other elements which are highly hazardous to humans and other living beings.

The Agricultural Officers at Mandal level are also entrusted with extra-departmental activities like supervision of electoral enumeration, agricultural produce procurement centers, ration cards distribution, grounding of housing schemes, IHLs etc. along with their regular job whereas the officers of other departments like Veterinary Officers, Medical Officers confine themselves to their departmental activities.

They have requested to assign pay scales to the cadres starting from Additional Director to Agricultural Officer on par with corresponding cadres of medical officers.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Additional Director of Agriculture

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director 56870-105810 (27)	

Additional Director of Health

6150-9820 (28)	13450-19150 (30) (Improved by Task Force)	23500-30765 (31)	44740-55660 (32)	87130-110850 (32)	Civil Surgeon Spl Grade (UGC scale)	Director of Health ₹.87130-110850 (32)
-------------------	---	---------------------	---------------------	----------------------	--	--

Mode of Appointment : By promotion from the category of Joint Director of Agriculture.

Joint Director of Agriculture

5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director of Agriculture ₹.49870-100770 (25)	Additional Director of Agriculture ₹.66330-108330 (29)
-------------------	---------------------	---------------------	---------------------	----------------------	--	--

Civil Surgeon Special Grade

This post is carrying UGC Scale of pay and hence not comparable

Mode of Appointment : By promotion from the category of Deputy Director of Agriculture.

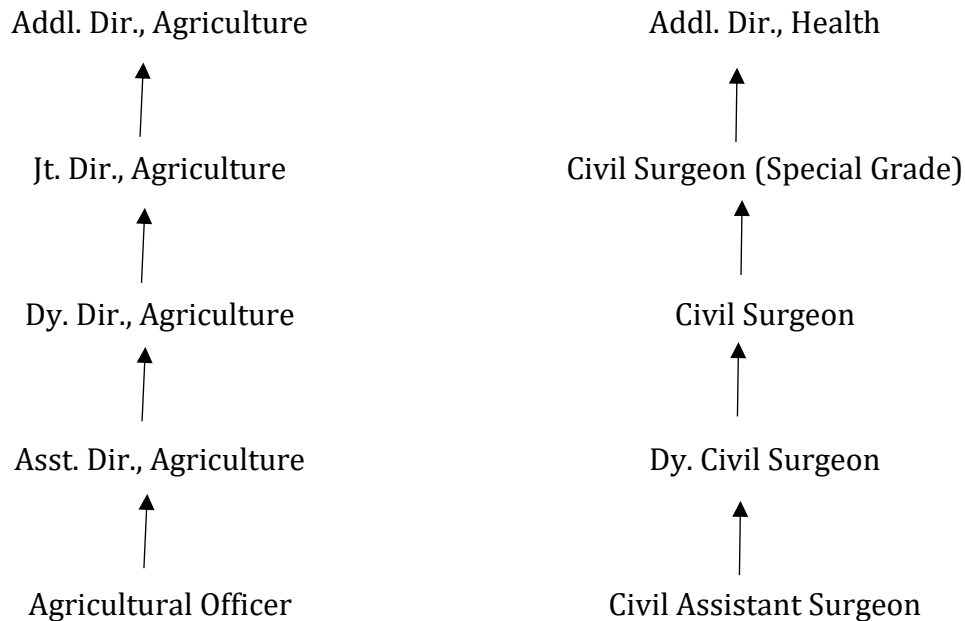
Deputy Director of Agriculture

4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-1100770 (25)	Assistant Director of Agriculture ₹.40270-93780 (22)	Joint Director of Agriculture ₹.56870-105810 (27)
-------------------	--------------------	---------------------	---------------------	-----------------------	--	---

Civil Surgeon						
5390-8980 (26)	11650-18625 (28) (Improved by Task Force)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Civil Surgeon (Special Grade) (in UGC Scale)
Mode of Appointment: By promotion from the category of Assistant Director of Agriculture.						
Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Agricultural Officer ₹.35120-87130 (20)	Deputy Director of Agriculture ₹.49870-1100770 (25)
Deputy Civil Surgeon						
4400-8700 (23)	9600-16525 (25) (Improved by Task Force)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Civil Assistant Surgeon ₹.40270-93780 (22)	Civil Surgeon ₹. 61450-105810 (28)
Method of Appointment: By Direct Recruitment or by promotion from the category of Agriculture Officer						
Qualifications: Degree of B.Sc. in Agriculture and Post-graduate degree in Agriculture and evidence of ability to plan and organize with experience in agricultural extension (or) community development.						
Agricultural Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Agricultural Extension Officer Gr-I ₹.29760-80930 (18)	Assistant Director ₹.40270-93780 (22)
Civil Assistant Surgeon						
3640-7580 (20)	7900-15475 (22) (improved by the Task force.)	11755-26300 (22)	20680-46960 (22)	40270-93780 (22)	D.R.	Deputy Civil Surgeon Rs.49870-100070 (25)
Mode of Appointment: By Direct Recruitment or by transfer from Agricultural Extension Officer Grade I						
Qualification: By Direct Recruitment or by transfer : Degree of Bachelor of Science in Agriculture						

Recommendations

The hierarchical depiction of various posts in contention in the two departments is as shown below:



Comparison of officers in the Agriculture Department with the Medical Officers is not apt as their job requirements, duty profiles as well as professional environments are entirely different. Firstly, the duration of the Graduation (MBBS) course for Doctors is much longer compared to that of B.Sc.(Ag) . Secondly, the intensity of competition for admission to the qualifying course and the level of commitment of resources required for completion of the course are much higher. It is also undeniable that Doctors work under much greater level of professional stress as they have to contend with sterner pressure and scrutiny from the family and friends of the patients. Dealing with human life and health is unarguably a very sensitive proposition. It is also evident from the comparison charts given above that successive Pay Commissions have historically assigned higher pay grades to the medical doctors compared to the corresponding cadres of officers of Agriculture Department.

Further the Commission observes that there has been complete one-to-one parity in pay scales among the categories of important Mandal level functionaries like Agricultural Officer, Tahsildar, Inspector of Police, Mandal Development Officer and Mandal Education Officer right since the 1993 RPS. This is imperative for the purpose of healthy administrative co-ordination and needs to be continued.

Considering all the above aspects and the official duties and responsibilities assigned to the various levels, the Commission recommends status quo in respect of pay grades of all the above categories. Accordingly, the pay grades assigned would be as follows:

Additional Director of Agriculture	₹. 101970-174790 (Grade-29)
Joint Director of Agriculture	₹. 87480-170580 (Grade-27)
Deputy Director of Agriculture	₹. 76730-162780 (Grade-25)
Assistant Director of Agriculture	₹. 61960-151370 (Grade-22)
Agricultural Officer	₹. 54060-140540 (Grade-20)

6. **Agricultural Extension Officer Grade I** ₹. 29760-80930 (Grade 18)

7. **Agricultural Extension Officer Grade II** ₹. 22460-66330 (Grade 12)

Request: It is represented that the Agricultural Extension Officers Grade I and II are the grass root level officers and pillars of the Department having close relation with the farmers and their fields. They work in remote areas and they are exposed to poisonous snakes, wild animals while discharging their duties. Their jurisdiction is 20 to 25 villages covering one or two Mandals and they look after approximately 3500 hectares of cropped area. Further, it has been represented that there are no promotional opportunities for the Agricultural Extension Officer Grade I even after putting in 35 years of service. A Bachelor degree in Agriculture has been prescribed as the minimum qualification for their appointment by transfer to the next higher post of Agriculture Officer.

They have requested to (i) assign the pay scale corresponding to ₹.31460-84970 (Grade-19) to the Agricultural Extension Officer Grade I and (ii) a scale corresponding to ₹.28940-78910 (Grade-17) to the Agricultural Extension Officer Grade II on par with the Statistical Assistant.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Agricultural Extension Officer Grade I

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	15280-40510 (18)	29760-80930 (18)	Agriculture Extension Officer Gr- II ₹.22460-66330 (12)	Agricultural Officer ₹.35120-87130 (20)

Mode of Appointment: By Promotion from the category of Agricultural Extension Officer Grade II.

Agricultural Extension Officer Grade II						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	11530-33200 (12)	22460-66330 (12)	Agricultural Extension Officer Gr- III ₹.13780-42490 (3)	AEO Gr. -I ₹.29760-80930 (18)
Deputy Statistical Officer (Former Statistical Assistant)						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer (Formerly Computer (Statistics) Rs.24440-71510 (14)	Assistant Director (Statistics) Rs.37100-91450 (21)
Mode of Appointment: By Direct Recruitment or by Promotion from the category of Agricultural Extension Officer Grade III for which there is no further recruitment						
Qualification: (1) Diploma in Agriculture (2 years) or (2) B.Sc. (Vocational) in Dry Land Agriculture or (3) A degree of Bachelor of Science in Agriculture						

Recommendations:

As per the Service Rules, after the vacation of posts of Agricultural Extension Officers in Gr-I, II and III, either by promotion or otherwise, they shall be abolished and higher level posts in the category of Agricultural Officer shall be created.

- (i) **At present the post of Agricultural Extension Officer Gr-I has been assigned a pay grade of 18. Considering the qualification prescribed and the scope of duties and responsibilities of this post, the Commission feels that the present pay grade assigned to Agricultural Extension Officer Gr-I is appropriate and may continue in the corresponding scale of ₹.45830-130580 (Grade-18)**
- (ii) **Considering the qualification prescribed and the nature of work performed by the AEOs Gr-II the Commission assigns a revised pay scale of Rs.37640-115500 (Grade 14) thus improving by two grades.**
- (iii) **At present the Agricultural Extension Officer Gr-II is having parity in pay scale with the Technical Officer of Sericulture Dept. which is another similar Department of extension-cum-development character. The Technical Officers of Sericulture Department are therefore assigned the same pay scale of Rs.37640-115500 (Grade 14), thus improving by two grades, and the present parity is maintained.**

Statistical Wing

8. Deputy Director (Statistics) ₹. 46060-98440 (Grade 24)
9. Assistant Director (Statistics) ₹. 37100-91450 (Grade 21)
10. Deputy Statistical Officer
(Formerly Statistical Assistant) ₹. 28940-78910 (Grade 17)
11. Assistant Statistical Officer
(Formerly Computer) ₹. 24440-71510 (Grade 14)

Request: It has been represented that the cadres in Statistical Wing in Agriculture Department have historical parity with similar categories in the Directorate of Economics and Statistics and requested to maintain it by awarding equal scales to the Statistical Wing in Agriculture Department as that of their counterparts in the Directorate of Economics and Statistics.

Duties in brief: They provide agricultural statistics such as rainfall and seasonal conditions, land use and crops areas, crop yield and production and assist the departmental functionaries in implementation of crop insurance scheme.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Deputy Director (Statistics), Agriculture Department

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director (Statistics) ₹.37100-91450 (21)	
Compared Post: Deputy Director, Directorate of Economics and Statistics						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹.52590-103290 (26)

Mode of Appointment: By Promotion from the category of Assistant Director (Statistics)

Assistant Director (Statistics), Agriculture Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Deputy Statistical Officer (Former Statistical Assistant) ₹.28940-78910 (17)	Deputy Director (Statistics) ₹.46060-98440 (24)
Compared Post: Assistant Director, Directorate of Economics and Statistics						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Statistical Officer ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)
Method of appointment : By Direct Recruitment or by transfer from the category of Deputy Statistical Officer (Former Statistical Assistant)						
Qualifications:						
Direct Recruitment – A First or second class degree in Agriculture, Mathematics, Statistics, Economics or Commerce; Post-Graduate work for at least two years in the Indian Agricultural Research Institute in Statistics leading to M.Sc., or its equivalent; and Practical experience in Statistics in field experiments for not less than six months.						
Transfer - A degree in Agriculture, Mathematics, Statistics, Economics or Commerce ; Special Training in Agricultural Statistics for a period of one year at the Indian Agricultural Research Institute or Training for a period of not less than five years as Agricultural Assistant in the Andhra Pradesh Agricultural Subordinate Service;						
(iii) Experience as Statistical Assistant in Agriculture Department for a period of three years with not less than five years in the Andhra Pradesh Agricultural Subordinate Service.						
Deputy Statistical Officer (Former Statistical Assistant), Agriculture						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer (Formerly Computer (Statistics)) ₹.24440-71510 (14)	Assistant Director (Statistics) ₹.37100-91450. (21)
Deputy Statistical Officer Directorate of Economics and Statistics						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer ₹.24440-71510 (14)	Statistical Officer ₹.31460-84970 (19)

Mode of Appointment: By Direct Recruitment or by promotion from Assistant Statistical Officer (former Computer) or by transfer on tenure basis of persons in equivalent rank from Economic & Statistics Department						
Qualifications : Direct Recruitment – Post Graduation in one of the subjects of Statistics or Computer Science or equivalent By promotion – Agriculture Department Test; Accounts Test for Subordinate Officers Part I						
Assistant Statistical Officer (Formerly Computer)						
2195-4560 (11)	4190-8700 (11)	6195-13945 (11)	11530-33200 (12)	24440-71510 (14)	Junior Assistant/ Typist ₹.16400-49870 (7)	Deputy Statistical Officer ₹.28940-78910 (17)
Assistant Statistical Officer Directorate of Economics and Statistics						
2195-4560 (11)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)		Deputy Statistical Officer ₹.28940-78910 (17)
Method of Appointment : By Direct Recruitment or by transfer of regular Junior Assistants/ Steno-Typists of AP Ministerial Service of Agriculture Department or by transfer on tenure basis of persons in equivalent rank from Economics & Statistics Department						
Qualification: Direct Recruitment/Transfer/Deputation - Degree in Statistics, Applied Statistics or Computer Science						

Recommendations:

It is observed that historically the above categories in both the Departments (Agriculture and Statistical Departments) have been enjoying parity in pay scales. Keeping in view the qualifications, vertical hierarchies and nature of jobs, the Commission recommends status quo in respect of the categories of Deputy Director (Statistics) and Assistant Director (Statistics). In respect of Deputy Statistical Officer and Assistant Statistical Officer (formerly Computer) of Agriculture Department, the Commission recommends enhancement of pay scales by one grade each, thus maintaining parity with the same posts in the Department of Economics & Statistics. Accordingly, the revised pay scales assigned are as follows:

Deputy Director (Statistics)	₹. 70850-158880 (Grade 24)
Assistant Director (Statistics)	₹. 57100-147760 (Grade 21)
Deputy Statistical Officer	₹. 45830-130580 (Grade 18)
Assistant Statistical Officer (Formerly Computer)	₹. 38720-118390 (Grade 15)

06.(b). CO-OPERATION DEPARTMENT

The Department of Cooperation administers Cooperative laws viz., Andhra Pradesh Cooperative Societies (APCS) Act, 1964, Andhra Pradesh Mutually Aided Cooperative Societies (APMACS) Act, 1995 and Multi State Cooperative Societies Act 2002. The Cooperation Department regulates and monitors the activities of Cooperative Societies to ensure their democratic functioning and to protect the interests of the members of Cooperatives. The department has two wings namely administrative and audit. The department disseminates information on how to form and register the Cooperatives, responds promptly to the proposals for registration and keeps up to date records of registration and makes the information accessible to the public and supplies authenticated copies on demand thereby ensuring that the Societies registered under the Cooperative Societies Act are working in compliance with the provisions of the Act.

The department is headed by the Commissioner for Cooperation and Registrar of Cooperative Societies who is assisted by the Additional Registrars and other Gazetted and Ministerial staff. One of the Additional Registrars functions as the Chief Auditor and in-charge of Audit wing of the Department. In the Districts, Joint Registrars act as District Cooperative Officers. A Division is headed by a Deputy Registrar, known as Divisional Cooperative Officer and the Sub-Divisional Cooperative Office is headed by an Assistant Registrar (formerly known as Cooperative Sub Registrar). The audit wing is headed by a Deputy Registrar known as District Cooperative Audit Officer. A Deputy Registrar works as Officer on Special Duty (OSD) to the District Cooperative Central Banks at the District Level and provides Legal Services.

The Andhra Pradesh Co-operative Service Rules issued vide G.O. Ms. No. 262, Food and Agriculture (Co-operation II) Department dated 18.04.1990 and the Andhra Pradesh Co-operative Subordinate Service Rules issued vide G.O. Ms. No. 266 Food and Agriculture (Co-operation II) Department dated 18.04.1990 govern various cadres in the department.

The representations submitted by the employees are discussed below.

- | | |
|--|-----------------------------------|
| 1. Additional Registrar | ₹. 66330-108330 (Grade 29) |
| 2. Joint Registrar | ₹. 52590-103290(Grade 26) |
| 3. Special Cadre Deputy Registrar | ₹. 46060-98440 (Grade 24) |
| 4. Deputy Registrar | ₹. 37100-91450 (Grade 21) |

Request: It is represented that the functions of the Co-operative Department are specialized and partly technical. The recruits undergo special training for a period ranging from one to one and half year in co-operative and allied laws, book keeping, audit and management of co-operative bodies, co-operative banking, rural economics etc. The officers of the department discharge quasi-judicial duties. Further, the employees of the

Co-operative Department work on deputation either on FR 127 or on foreign service terms. The request is to treat the Co-operative Department as a specialized one and assign suitable pay scales on par with major administrative and developments departments.

Additional Registrar: It is stated that this category is the 5th level post in the vertical hierarchy of Gazetted Officers cadres in the Co-operative Department. He has to discharge functions as delegated by the Registrar of Co-operative Societies. Further, this category of officers are posted as Members in the Co-operative Tribunals at Visakhapatnam and Vijayawada and discharge quasi-Judicial and administrative functions

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Registrar ₹.52590-103290 (26)	
Additional Commissioner, Municipal Administration						
10-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	73270-108330 (30)	Regional Director cum Appellate Commissioner ₹.61450-105810 (28)	
Additional Commissioner, Panchayat Raj						
	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	73270-108330 (30)	Deputy Commissioner ₹.61450-105810 (28)	
Commissioner of State Taxes (Former Additional Commissioner Commercial Tax)						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	73270-108330 (30)	Additional Commissioner of State Tax (Former Joint Commissioner Commercial Tax) ₹.61450-105810 (28)	
Additional Commissioner, Transport						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	73270-108330 (30)	Joint Commissioner ₹.61450-105810 (28)	
Mode of Appointment : By Promotion from the category of Joint Registrar						

Recommendations:

Comparison with the corresponding posts in Panchayat Raj, Municipal Administration and Taxation Departments is not apt as the scope and ambit of their functions widely vary. The Commission is of the view that, considering the nature of duties attached and span of control, the present pay grade of 29 assigned to this post is appropriate and this may continue in the now revised pay scale at ₹.101970-174790 (Grade 29).

Joint Registrar: It is represented that the functions of Joint Registrars of Cooperative Societies involve implementation of APCS Act, 1964 and APMACS Act, 1995. The duties involve supervision of Divisional Officers exercising statutory powers under the APCS Act, 1964. This category works as District Cooperative Officer and is designated as 'Registrar' under the APMACS Act, 1995.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Special Cadre Deputy Registrar ₹. 46060-98440 (24)	Additional Registrar ₹.66330-108330 (29)
Joint Director of Agriculture						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Joint Director AP State Election Commission						
70-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Assistant Secretary ₹. 46060-98440 (24)	Joint Secretary ₹.73270-108330 (30)
Additional Commissioner of State Taxes (Former Joint Commissioner Commercial Tax)						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Joint Commissioner (Former Deputy Commissioner Commercial Tax) ₹. 56870-105810 (27)	Commissioner ₹.73270-108330 (30)
Mode of Appointment : By Promotion from the category of Special Cadre Deputy Registrar						

Recommendations:

The posts outside the Co-operative Department and compared with in the above table have totally different ambit and scope of operations from those of the Joint Registrar Cooperative Societies. The Commission is of the view that the present grade of 26 assigned to this cadre is adequate and hence status quo may continue in the new RPS Accordingly the corresponding scale of ₹.80910-166680 (Grade-26) is assigned to this category.

Special Category Deputy Registrar: It is represented that this category is the 3 rd level Gazetted Officer in the Co-operative Department. Most of the Officers of this cadre are working on Foreign Service terms as Project Directors of DWMA, DRDA and Project Officers of ITDA, Rajiv Vidya Mission, MEPMA, Micro Irrigation Project and District Youth welfare Officers and they are looking after the development schemes of the Government. As Project Directors/Project Officers in the institutions having jurisdiction over the entire District, this category is the independent decision making authority interacting with different sections of people. Hence the request is to assign a higher pay grade of 26.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Deputy Registrar ₹.37100-91450 (21)	Joint Registrar ₹.52590-103290 (26)
Deputy Commissioner of State Tax (Former Assistant Commissioner Commercial Tax)						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Assistant Commissioner ₹.40270-93780 (22)	Joint Commissioner ₹.56870-105810 (27)
Special Grade Deputy Collector						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Collector ₹.40270-93780 (22)	
Deputy Director of Agriculture						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)
Deputy Director of Animal Husbandry						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)

Deputy Transport Commissioner						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	49870-100770 (25)	Regional Transport Officer ₹.37100-91450 (21)	Joint Transport Commissioner ₹.61450-105810 (28)
Mode of Appointment : By Promotion from the category of Deputy Registrar						

Recommendations:

The Commission is of the view that comparison with the pay grades of the above mentioned posts, which have totally different set of comparatively more onerous duties, is not apt. The present grade of 24 assigned to the post of Special Category Deputy Registrar is considered appropriate taking into account the nature of functions and hierarchical position of the post. Hence the same pay grade may continue in the new RPS (₹.70850-158880) (Grade-24)

Deputy Registrar: It has been stated that direct recruitment to this post is included under the Group-I services of APPSC and it should be assigned a higher grade on par with the posts mentioned below						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant Registrar ₹.29760-80930 (18)	Special Category Deputy Registrar ₹. 46060-98440 (24)
Deputy Collector						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Tahsildar ₹.35120-87130 (20)	Special Grade Deputy Collector ₹.52590-103290 (26)
Assistant Commissioner of State Tax (Former Commercial Tax Officer)						
3880-8140 (21)	7400-15475 (21)	10845-25660 (21)	20680-46960 (22)	40270-93780 (22)	Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) ₹.35120-87130 (20)	Deputy Commissioner of State Tax (Former Assistant Commissioner of Commercial Tax) ₹.52590-103290 (26)

District Audit Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Audit Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Agriculture Officer ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Assistant Director of Horticulture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Horticulture Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Assistant Director of Sericulture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Sericulture Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Assistant Director Treasuries and Accounts Department						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Treasury Officer/ Assistant Accounts Officer ₹.35120-87130 (20)	Deputy Director of Treasuries & Accounts Chief Accounts Officer ₹.46060-98440 (24)
Assistant Director Industries						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Industrial Promotion Officer ₹.35120-87130 (20) ₹.31460-84970 (19) Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)
Method of Recruitment : By Direct Recruitment (through Group I Services examination) or by transfer of Assistant Registrar/ Section Officer/ P.S./ Spl Cat Steno						

Qualifications: For Direct Recruitment - B.Com. or B.A. or B.Sc. (other than in a professional subject not being Agriculture) with preference to those holding Diploma in Cooperation and Rural Studies or Master's Diploma in Cooperation awarded by the National Council for Rural Higher education with Cooperation as one of the subjects

Recommendations:

Comparison with the functionaries of Revenue and Taxation Departments are inappropriate. The former have wide array of duties related to land administration, revenue collection, public distribution of essential commodities as well as magisterial functions. They are also responsible for conducting General Elections, coordinating calamity relief and providing protocol services. The functions of the Department of State Taxes is similarly of entirely different nature. Transport Department has both revenue collection as well as regulatory functions. The other Assistant Director posts cited are one promotion level higher than the point of direct entry. At the level of Deputy Registrar, a channel is available for Direct Recruitment through Group-1 examination of APPSC. Now, except for the categories of Deputy Collector, Deputy Superintendent of Police and Assistant Commissioner of State Tax (formerly Commercial Tax Officer), who have been assigned a higher grade of 22, the other posts e.g. District Registrar, Assistant Excise Superintendent, Municipal Commissioner Grade-II, Assistant Commissioner of Labour, District B.C. Welfare Officer etc are either in Grade-20 or Grade-21. In our assessment the primacy given to the first three functionaries by successive PRCs is commensurate with their relatively more onerous nature of responsibilities and wider ambits of work.

Considering the above, the Commission recommends status quo in respect of pay grade for the post of Deputy Registrar Co-operative Societies. Accordingly the present Grade of 21 (₹.57100-147760) shall continue in the now RPS.

5. Assistant Registrar ₹. 29760-80930 (Grade 18)

Request: It has been represented that the post of Assistant Registrar is the first level Gazetted post in the department of Co-operation and forms feeder category to the post of Deputy Registrar which is equivalent to Deputy Collector in the Revenue Department. The jurisdiction of the Assistant Registrar is more than one Mandal and sometimes even half of a revenue division. The duties are of administrative and executive nature. It is requested to equate the post of Assistant Registrar with that of Tahsildar (MRO) and Deputy Commercial Tax Officer and assign the pay scale corresponding to ₹.35120-87130 (Grade-20).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Registrar						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Senior Inspector ₹.26600-77030 (16)	Deputy Registrar ₹.37100-91450 (21)
Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Deputy Assistant Commissioner of State Tax (Formerly Deputy Commercial Tax Officer)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	GST Officer ₹.28940-78910 (17)	Assistant Commissioner ₹.40270-93780 (22)
Mode of Recruitment : By Direct Recruitment (APPSC Group-II) or by promotion from the category of Senior Inspector						
Qualifications : By Direct Recruitment - Degree and training (9 months) in Higher Diploma in Co-operation plus practical training (3 months)						

Recommendations:

Direct recruitment to this post takes place along with the posts of Municipal Commissioner Grade-III, Deputy Tahsildar, Excise Sub-Inspector, GST Officer and all these posts are in Grade 18/17/16. The Tahsildar has multifarious duties, functions as an Executive Magistrate, discharges protocol duties, conducts relief operations when needed and on the whole has much higher work pressure. It is also one level higher when compared with the Deputy Tahsildar. Similarly the Deputy Assistant Commissioner, State Tax is one level higher compared to the direct recruitment entry level of GST Officer. The compared posts are in the respective State Services while the category of Assistant Registrar is in the Sub-ordinate Service. Hence the comparisons drawn with higher level post are not apt. This Commission is therefore of the view that the existing pay scale of this post is adequate and the existing pay grade of 18 (₹.45830-130580) is accordingly assigned to this category.

6. **Senior Inspector ₹. 26600-77030 (Grade 16)**

7. **Junior Inspector ₹. 22460-66360 (Grade-12)**

Request: It is stated that the post of Senior Inspector is filled in from the rank of Junior Inspector. The post used to be filled in by Direct Recruitment through Group IIA examination similar to that of Deputy Tahsildar, GST Officer etc. The direct recruitment was discontinued vide G.O. Ms. No. 49 Food and Agriculture Department dated 09.08.1985. The Senior Inspector in co-operation department discharges multifarious duties unlike the GST Officer and Assistant Labour Officer who confine to a particular type of work. It is requested to assign the pay scale corresponding to ₹.28940-78910 (Grade 17) on par with the Superintendents.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Senior Inspector

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Junior Inspector ₹.22460-66330 (12)	Assistant Registrar ₹.29760-80930 (18)

Superintendent

2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Different posts in different Departments
-------------------	--------------------	--------------------	---------------------	---------------------	---	--

Mode of Recruitment : By Promotion from the category of Junior Inspector

Qualification: Intermediate and Pass in examination in Co-operation, Auditing, Banking and Book-keeping conducted by the Central Co-operative Institute, Hyderabad or Andhra Pradesh Central Co-operative Union

Junior Inspector

Request: It is represented that the post of Junior Inspector is the initial Non-Gazetted post in the executive cadres of the department. The post is to be filled in by direct recruitment through Group III examination. The Junior Inspector discharges multifarious duties and as such it cannot be compared or equated with Senior Assistant. During discussion with the Associations it was requested to assign a pay scale on par with the Senior Assistants.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Typist ₹.16400-49870 (07)	Senior Inspector ₹.26600-77030 (16)
Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Typist ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Mode of Recruitment : By direct recruitment and by transfer from Junior Assistants and Typists in the Cooperative Department						
Qualifications: D.R. – Intermediate, Transfer- Pass in examination in Co-operation, Auditing and Book Keeping conducted by the Central Co-operative Institute or A.P. Central Co-operative Union						

Recommendations:

In the Co-operation Department the promotion channel in the Sub-ordinate Service is from Junior Assistant/ Typist → Junior Inspector → Senior Inspector → Assistant Registrar. The Junior Inspector is also recruited directly. There is an incongruity in the Service Rule governing this cadre since the minimum educational qualification prescribed for direct recruitment is a pass in Intermediate while the same for the feeder category of Junior Assistant/ Typist of APMS is now Graduation (as revised in 2014). It is suggested that the Department may take necessary steps to amend the relevant rule provisions to address this incongruity by prescribing Graduation as the minimum qualification required for direct recruitment also. As is seen from the above table, historically the post of Junior Inspector has been equated with the Senior Assistant's pay scale in the Common Category since Junior Assistant is the common feeder category for both the posts. The Commission feels that the same equation of pay parity with Senior Assistants may continue.

In respect of the Senior Inspectors, the Tenth Pay Revision Commission turned down the request for equating the post with that of Superintendent but improved the pay scale by one grade. The next higher promotion post i.e. Assistant Registrar of Cooperation is at pay grade 18. For this post the direct recruitment is through Group-II examination of the APPSC and the other posts grouped in that examination are drawing

pay grades of 16/17/18. It is observed that, in respect of the other posts recruited through the same Group-II examination, such as Deputy Tahsildar (Grade-17), Excise Sub-Inspector (Grade-16), GSTO (Grade-17), Assistant Labour Officer (Grade-17), Municipal Commissioner Grade-III (Grade-18) etc. one of the feeder categories for promotion is the Senior Assistant in the APMS whereas in the case of Cooperation Department the corresponding post of Assistant Registrar is filled up not by promotion of the Junior Inspector (on par with Senior Assistant) but by promotion of the Senior Inspector. In short, while the former are 1st level promotion posts from the category of Senior Assistants, the latter is the 2nd level promotion post from the same level. It is also seen that in the above mentioned Departments the Superintendents in APMS get promoted as Deputy Collector, Assistant Excise Superintendent, Assistant Commissioner (State Tax), Labour Officer and Municipal Commissioner Grade II respectively, which are in the State Service and are two/one stage above the Group-II posts mentioned above. In comparison, in respect of Senior Inspectors, however, the promotion post of Assistant Registrar of Co-operation is in the Sub-ordinate Service. Considering all these factors, the Commission feels that the existing pay scale in respect of the category of Senior Inspector is adequate.

Basing on the above analysis the following pay scales are assigned:

Senior Inspector	₹. 40970-124380 (Grade-16)
Junior Inspector	₹. 37640-115500 (Grade-14) (improved by two grades)

06. (c). AGRICULTURAL MARKETING DEPARTMENT

A separate Department of Agricultural Marketing was established on 01.02.1962, bifurcating it from the Agriculture Department, to implement the provisions of the Andhra Pradesh (Agricultural Produce and Livestock) Markets Act and other schemes of the Department. The Commissioner-cum-Director of Marketing is the Head of the Department. He is assisted at the Head Quarters level by the Additional Director, Joint Directors, Deputy Directors and the Ministerial staff. Every district is headed by an Assistant Director of Marketing with support staff of Senior and Junior Marketing Assistants while regional level offices are being manned by Joint Directors of Marketing. All the field Officers supervise and monitor the enforcement of the provisions of the A.P. (Agricultural Produce and Livestock) Markets Act, 1966 through the Agricultural Market Committees and Market Yards set up in the State. There is an Engineering wing manned by Deputy Executive Engineer, Assistant Engineer and Draughtsman.

The representations received from the Departmental employees are discussed in the following paras:

1. Assistant Director of Marketing ₹. 37100-91450 (Grade 21)

Request: It is represented that the Assistant Director of Marketing is a district level officer and is entrusted with the duties of supervising the Agricultural Market Committees and Rythu bazars. The Assistant Directors of Agriculture and Sericulture, whose jurisdiction is a Mandal, are carrying higher scale (₹. 40270-93870) than that of the Assistant Director of Marketing. Hence the request is to upgrade the pay scale assigned to the Assistant Director, Marketing and bring the post on par with the former two posts.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Director, Marketing						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Senior Marketing Assistant (Formerly Marketing Assistant) / Senior Marketing Superintendent/ Superintendent/ Statistical Assistant ₹. 28940-78910 (17)	Deputy Director of Marketing ₹. 46060-98400 (23)

Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Agricultural Officer ₹.35120-87130 (20)	Deputy Director of Agriculture ₹.49870-1100770 (25)
Assistant Director of Sericulture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Sericulture Officer ₹. 35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment or by appointment by transfer of Senior Marketing Assistant (Formerly Marketing Assistant), Senior Marketing Superintendent, Superintendent and Statistical Assistant.						
Qualification: By Direct Recruitment: PG Degree in Economics or Mathematics or Statistics or Commerce or Agriculture or equivalent. By transfer: Bachelor's Degree or equivalent, pass in Departmental Tests and Accounts Tests and two years service as Marketing Superintendent/ Statistical Assistant.						

Recommendations:

The post of Assistant Director Agricultural Marketing Department cannot be compared with that of Assistant Directors of Agriculture or Sericulture keeping in view the qualifications, scope of duties and responsibilities. The latter have professional technical qualifications and look after production and extension aspects of agriculture/ sericulture. The Commission is of the view that the present pay grade assigned to the Assistant Director of Marketing is adequate. Accordingly a corresponding scale of ₹.57100-147760 (Grade- 21) is assigned.

2. Audit Officer ₹.35120-87130 (Grade- 20)

Request: The Audit Officers have requested for parity with the Assistant Director of Marketing.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Audit Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹. 28940-78910 (17)	

Assistant Director, Marketing						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Senior Marketing Assistant (Formerly Marketing Assistant)/ Senior Marketing Superintendent/ Superintendent/ Statistical Assistant ₹. 28940-78910 (17)	Deputy Director of Marketing ₹. 46060-98400 (23)
Mode of Appointment : By transfer from the category of Superintendents						
Qualification: Pass in Departmental Tests and Account Tests						

Recommendations:

The request for parity with the post of Assistant Director, Marketing is not appropriate since the referred post has totally different scope of duties and the qualification prescribed for it is higher. There is no channel of promotion available in the Service Rules from the post of Audit Officer to that of Deputy Director, Marketing, as has been stated in the representation. Historically speaking, the two compared posts were not having the same pay scale in the previous PRCs, as has been shown in the above table. Moreover, this post is having parity with the post of Assistant Audit Officer available in the State Audit Department and several other Departments. In all these Departments this post is assigned a pay grade of 20 which is appropriate.. Hence the Commission maintains status quo for this post at a scale of ₹.54060-140540 (Grade- 20).

3. Junior Marketing Assistant ₹. 21230-63010 (Grade 11)

Request: It is represented that the Junior Marketing Assistant is not given parity with the pay scale of Senior Assistant even though these posts carry similar duties and form common feeder category to the post of Senior Marketing Assistant/Superintendent. It has therefore been requested to assign a pay scale to the Junior Marketing Assistant on par with the Senior Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Junior Marketing Assistant (former Grading Superintendent Grade II/Price Reporter Grade II)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Recorder, Junior Assistant, LD Steno and Typist ₹.16400-49870 (07) Skilled Operator ₹.15460-47330 (06)	Senior Market Assistant ₹.28940-78910 (17)
Compared category: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant LD Steno and Typist ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Mode of Appointment: By Direct Recruitment or by promotion from the category of Recorder and Skilled Operator or by transfer Junior Assistant, LD Steno and Typist						
Qualification: By Direct Recruitment: Bachelor's Degree in Agricultural Science or Economics or Mathematics or Statistics or Commerce or equivalent.						
By Transfer: SSC and pass in Departmental Tests						

Recommendations:

Keeping in view the fact that this is a next level promotion post to that of Junior Assistant and equivalent cadres and that its next promotion post of Senior Marketing Assistant is already at par with the Superintendent cadre (next promotion level for Senior Assistants), the Commission is of the view that the request for parity with the Senior Assistant is justified and accordingly assigns the pay scale of ₹.37640-115500 (Grade 14), i.e. on par with the Senior Assistants ('Common Categories'), to the post of Junior Marketing Assistant (enhanced by three grades).

Correspondingly the pay grade of Senior Marketing Assistant is raised on par with the Superintendent to 18 and assigned the revised pay scale of ₹.45830-130580 (Grade-18)

4. Chemist ₹. 28940-78910 (Grade 17)

5. Junior Chemist ₹. 22460-66330 (Grade 12)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Chemist						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Junior Chemist ₹.22460-66330 (12)	Chief Chemist ₹.35120-87130 (20)
Mode of Appointment : By Promotion from the category of Junior Chemist, and if not available, by direct recruitment						
Qualifications: A Bachelor's degree in Science with Chemistry as a subject, pass in Marketing Departmental Test						
Junior Chemist						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	22460-66330 (12)	Direct Recruitment	Chemist ₹.28940-78910 (17)
Mode of Appointment: By Direct Recruitment						
Qualifications: A Bachelor's degree in Science with Chemistry as a subject						

Recommendations:

No representation has been received. However, keeping the qualifications and existing intra-departmental parities in view, it is considered that there is a case for improvement in the scales of pay attached to these posts. Accordingly, the following scales are assigned:

Chemist ₹. 45830-130580 (Grade-18)

Junior Chemist ₹. 37640-115500 (Grade-14)

06. (d). HORTICULTURE DEPARTMENT

The Horticulture Department was carved out of Agriculture Department in 1982. The Department is engaged in providing genuine plant materials, technologies and better management practices to the farmers. It identifies suitable areas for plantation of various horticultural crops, educates them about the related horticultural practices and motivates them to grow the identified crops. The Department transfers new technologies to the farmers for quality production and improved productivity of horticultural crops. It also creates awareness about water-use management and cropping patterns. It promotes export of horticultural produce outside the State and the country.

The Commissioner of Horticulture is the Head of the Department. At State level, he is assisted by Additional Directors, Joint Directors, Deputy Directors, Assistant Directors and Horticulture Officers in addition to the staff of Administration and Accounts Wing. The Assistant Director of Horticulture is the District level Officer and he is assisted by Horticulture Officers and field level staff.

The issues raised by the Departmental employees in the matter of pay parities are discussed below:

1. **Joint Director** ₹. 52590-103290 (Grade 26)
2. **Deputy Director** ₹. 46060-98440 (Grade 24)

Request: It is represented that the Department of Horticulture was established on 1st October, 1982 by bifurcating the Agriculture Department. Based on the options exercised then, some officers of Agriculture Department were deployed to the Agriculture department. The mode of appointment of Joint Director and Deputy Director in both the departments is by promotion from the category of Deputy Director and Assistant Director respectively. The promotion category for the posts of Joint Director and Deputy Director in both the departments are the Additional Director and Joint Director respectively. The Joint Director and Deputy Director in Horticulture Department used to be on par with the Joint Director and Deputy Director in Agriculture Department till the Tenth Pay Revision Commission. The Tenth Pay Revision Commission assigned higher scales to the Joint Director and Deputy Director cadres of Agriculture Department whereas the Joint Director and Deputy Director of Horticulture Department were assigned the same pay scale as before thus disrupting the earlier parity. It is requested to restore parity by assigning pay scales to the Joint Director and Deputy Director of Horticulture on par with the Joint Director and Deputy Director of Agriculture Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Joint Director, Horticulture						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Joint Director of Agriculture						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Mode of Appointment : By Promotion from the category of Deputy Director						
Deputy Director						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Deputy Director (Agriculture)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)
Mode of Appointment : By Promotion from the category of Assistant Director						

Recommendations:

It is observed that the educational qualifications prescribed for the above mentioned corresponding posts in the Agriculture and Horticulture Departments are equivalent. There was complete parity up to the RPS 2010 in the category of Joint Director whereas in respect of Deputy Director there was parity in the pay grades up to RPS 2010 except for in the RPS 2005. In the RPS 2015 the PRC, while mentioning about this existing parity, assigned improved pay grades to the two categories in Agriculture and Animal Husbandry Departments when compared to the Horticulture Department.

At present, except for the Agriculture and Animal Husbandry Departments, in the other related/ allied Departments e.g. Horticulture, Sericulture, Fisheries, Sugarcane Development and Agriculture Marketing the pay grades of Joint Director and Deputy Director are at par and one grade below the first two named Departments. The

Commission feels that, comparatively speaking, the more varied scope of duties and responsibilities, wider clientele interface, greater degree of challenges faced under adverse seasonal conditions and at the time of natural calamities make the jobs in Agriculture Department unarguably more onerous. At present, at the level of Additional Director there is a gap of one pay grade between the Agriculture and Horticulture Departments. **The Commission is of the view that for the reasons stated above the present assignment of pay grades to the Joint Director of Horticulture at ₹.80910-166680 (Grade-26) and Deputy Director of Horticulture at ₹.70850-158880 (Grade- 24) is apt and hence may continue.**

3. Administrative Officer ₹. 29760-80930 (Grade 18)

Request: It has been represented that the Administrative Officer in Horticulture department is in a lesser pay scale when compared to that of the posts of Administrative Officer in Ground Water Department, Intermediate Education and Collegiate Education. The duties and responsibilities of the Administrative Officers are almost similar in all the departments and the feeder category is Superintendent. Further, the minimum educational qualification is graduation. It is requested to assign a pay scale to the Administrative Officer in Horticulture Department on par with the pay scale of Administrative Officer in Ground Water, Intermediate Education and Collegiate Education Departments.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Administrative Officer in Horticulture Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	
Administrative Officer in Ground Water Department						
		10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17) Section Officer (Other than Law and Finance)	

Administrative Officer in Intermediate Education						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17)	
Administrative Officer in Collegiate Education in the Andhra Pradesh Ministerial						
		10285-24200 (20)	18030-43630 (20)	37100-91450 (21)		
Mode of Appointment: By transfer of Superintendent in the Andhra Pradesh Ministerial Services in the Andhra Pradesh Horticulture Subordinate Service.						
Qualifications: A Degree of a University (vide G.O. Ms. No.186 Agriculture & Co-operation (Hort. -I) Department, Dated 27.09.2012						

Recommendations:

Administrative Officer is the next higher supervisory position above that of Office Superintendent. In all the cited Departments the Administrative Officer post has been assigned a pay grade of 21. In all there were 45 positions of Administrative Officers across various offices of Government as per the report of the 10th PRC. In most of the relatively large Departments this post carries a pay grade of 20. **Considering this, the post of Administrative Officer in Horticulture Department is upgraded from 18 to 20 (₹.54060-140540), a benefit of two pay grades.**

Accordingly, the Commission also recommends assignment of the same pay scale of ₹.54060-140540 (Grade-20) to the Administrative Officer of Agriculture Department also.

06.0 (e). SERICULTURE DEPARTMENT

Sericulture was originally a branch of the Industries Department and subsequently it was brought under the administrative umbrella of Handlooms and Textiles Department. With the growth of sericulture industry a separate Department was formed in the year 1981. The Commissioner is the Head of the Department. He is assisted by the Additional Director, Joint Director, Assistant Directors and Sericulture Officers at the Commissionerate level. There are four Regional Offices at Anantapur, Chittoor, Warangal and Visakhapatnam. The Joint Director is the Regional level officer. At the District level, Deputy Director and Assistant Director are functioning with jurisdiction of one or two districts. There are five Deputy Directors stationed at Anantapur, Chittoor, Kurnool, West Godavari and Visakhapatnam. The representations received from the employees of the Department are discussed below.

1. **Assistant Sericulture Officer** ₹. 28940-78910 (Grade 17)
2. **Technical Officer** ₹. 22460-66330 (Grade 12)
3. **Technical Assistant** ₹. 15460-47330 (Grade 06)

Assistant Sericulture Officer (Former Assistant Inspector of Sericulture)						
Request: It is represented that the Assistant Sericulture Officer handles the sericulture units individually. The jurisdiction extends over 3 to 5 Mandals. The duties include implementation of Lab to Land programme comprising of extension activities for mulberry cultivation, installation of drip irrigation system, construction of rearing sheds and education of farmers in all related activities. It has been requested to assign the equivalent pay scale of ₹. 29760-80930 (Grade 18) on par with the Extension Officer (Agriculture), Extension Officer (Panchayat Raj) and Fisheries Development Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Technical Officer (Former Foreman Grade II) ₹.22460-66330 (12)	Sericulture Officer ₹.35120-87130 (20)
Compared to Post : Extension Officer, Agriculture						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	15280-40510 (18)	29760-80930 (18)	Agriculture Extension Officer Gr- II ₹.22460-66330 (12)	Agriculture Officer ₹. 35120-87130 (20)

Compared Post: Extension Officer, Panchayat Raj						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I ₹.28940-78910 (17) Senior Assistant ₹.22460-66330 (12)	Mandal Parishad Development Officer/ Divisional Panchayat Officer / ₹.35120-87130 (20)
Compared Post: Fisheries Development Officer						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Asst. Inspector of Fisheries ₹.21230-63010 (11)	Assistant Director ₹.37100-91450 (21)
Mode of Appointment : By Direct Recruitment/promotion from the category of Technical Officer						
Qualifications: Bachelor's Degree in Sericulture/ P.G, Diploma in Sericulture OR B.Sc. degree with Botany and Zoology as subjects OR Bachelor's Degree in Agriculture						
Technical Officer (Former Foeman Grade II)						
Request: It is represented that the Technical Officer plays a crucial role in managing grainages, conducting extension activities and supervising seed farms, silk reeling units and cocoon markets. In grainages the Technical Officer conducts testing. On the extension side he is in-charge of the entire sericulture operations in the Mandal and guides the farmers in technical matters at all levels such as plantation, arranging laying, silkworms rearing and marketing cocoons. In seed farms he supervises the rearing batches and is involved in maintenance of mulberry gardens and conducting disease tests. They have requested for the pay scale of ₹.24440-71510 on par with that of the Assistant Statistical Officer in Agriculture Department and Secretary (Grade III) of Agricultural Marketing Committees.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (9)	3750-7650 (9)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Technical Assistant (Former Operative) 15460-47330 (06)	Assistant Sericulture Officer 28940-78910 (17)
Compared Post: Assistant Statistical Officer in Agriculture Department						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	24440-71510 (14)	Junior Assistant/ Typist ₹.16400-49870 (07)	Deputy Statistical Officer ₹.28940-78910 (17)

Compared Post: Secretary Grade III (Agricultural Market Committees)						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12550-35800 (14)	24440-71510 (14)	Accountant ₹.22460-66330 (12)	Secretary Grade II ₹.28940-78910 (17)
Mode of Appointment : By direct recruitment / by promotion from the category of Technical Assistant/ Sericulture Demonstrator						
Qualifications: Direct recruitment – Bachelor’s Degree in Sericulture OR P.G. Diploma in Sericulture OR B.Sc. with Botany, Zoology and Chemistry as subjects from a University By promotion – (i) 10th Class (ii) Sericulture Department Test Part-I.						
Technical Assistant (Former Operative)						
Request It is represented that the Technical Assistant visits villages to mobilize the farmers for taking up sericulture and gives technical assistance from time to time for plantation, maintenance of mulberry gardens and supply of eggs and observation of crops till cocoons are marketed. The Technical Assistant is involved in all grainage operations of cocoons sorting and also in garden maintenance, seed rearing and cocoon marketing activities. They have requested to assign the pay scale of ₹.16400-49870 on par with Junior Assistant/ Grader/Bid Clerk/ Assistant Market Supervisor of Agricultural Market Committees.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1425-2525 (02)	2650-4850 (02)	4260-9520 (04)	7520-22430 (04)	15460-47330 (06)	-	Technical Officer ₹.22460-66330 (12)
Compared Post: Junior Assistant						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05)	Senior Assistant ₹.22460-66330 (12)
Compared Post: Grader/Bid Clerk /Assistant Market Supervisor						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		4825-10845 (07)	8440-24950 (07)	16400-49870 (07)		
Mode of Appointment: By Direct Recruitment						
Qualifications: Pass in 8th Class examination. Practical experience in Department of Sericulture units for a period of One Year.						

Recommendations:

The above three cadres constitute a vertical hierarchy in the Sericulture Sub-ordinate Service. Keeping in view the qualification levels, similar hierarchical position in the respective Sub-ordinate Services and scope of duties and responsibilities, the Commission recommends parity between (i) the Assistant Sericulture Officer and Agriculture Extension Officer (Gr-I) (Grade-18) and (ii) the Technical Officer and Agriculture Extension Officer (Gr-II) (Grade-14). There would be no change in the pay grade of the Technical Assistant. Accordingly, the following pay scales are assigned:

Assistant Sericulture Officer	₹. 45830-130580 (Grade 18) (enhanced by one pay grade)
Technical Officer	₹. 37640-115500 (Grade 14) (enhanced by two pay grades)
Technical Assistant	₹. 23780-76730 (Grade 06)

06. (f). AGRICULTURAL MARKET COMMITTEES

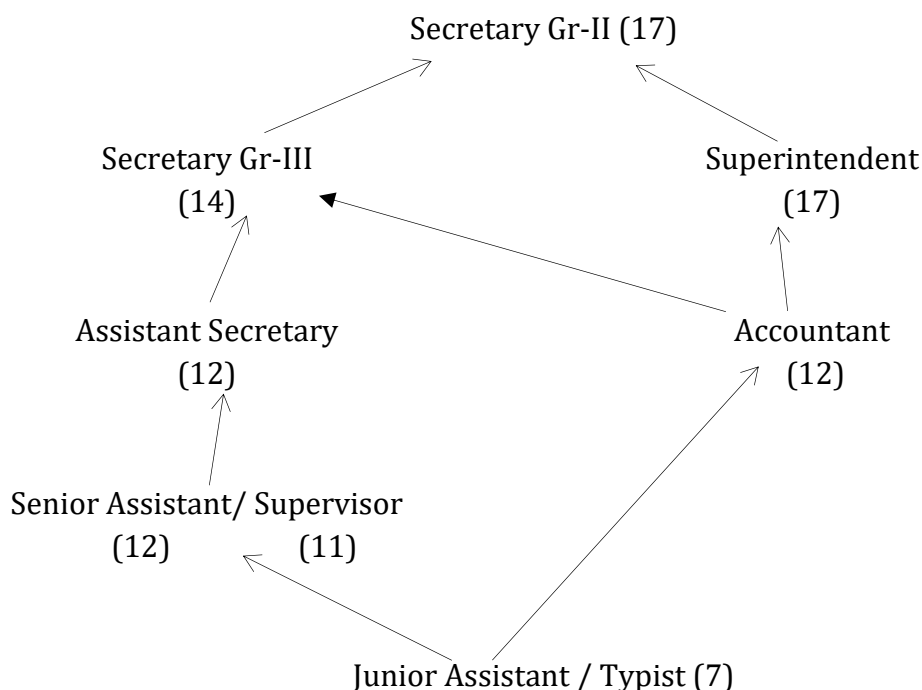
The Agricultural Market Committees are Local Authorities constituted under the A.P. (Agricultural Produce and Livestock) Markets Act, 1966. The aims and objectives of the Agriculture Market Committees are to establish markets for regulation of sale and purchase of notified Agricultural commodities produced by the farmers. These committees are administered by nominated bodies headed by non-official Chairmen. They are assisted by a Secretary and other Committees. Various grades of Secretaries are appointed to these Committees depending on the income of the Committees, which come from levy and collection of market fee and license fee. The Departmental representations are discussed below:

1. Supervisor ₹. 21230-63010 (Grade 11)

Request: The Supervisors in Agricultural Market Committees have stated that they used to carry pay scale on par with Senior Assistants of Market Committees and the parity got disturbed in the 10 th Pay Revision. They have requested to assign the pay scale on par with that of the Senior Assistants.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Supervisor						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Junior Assistant/ Typist ₹.16400-49870 (07)	Assistant Secretary ₹. 22460-66330 (12)
Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Typist ₹.16400-49870 (07)	Assistant Secretary ₹. 22460-66330 (12)
Mode of Appointment : (i) Promotion from the category of Junior Assistant/ Typist (ii) Direct Recruitment						
Qualifications: Intermediate or its equivalent examination						

Recommendations:

The relevant hierarchy of posts for the purpose of analysis along with their present pay grades in brackets are given below:



It is observed that up to the 9th PRC the Supervisors were on par with Senior Assistants in the Agricultural Market Committees and both categories were assigned pay grade 11. In the 10th PRC the Senior Assistants were assigned pay grade 12 by treating them as part of the 'Common Category'. This has resulted in three incongruities. Firstly, although Senior Assistants, Accountants and Supervisors are equivalent categories of posts having common feeder categories (Junior Assistants/Typists) and the same qualifications, the former two were assigned pay grade 12 while the latter was given grade 11. Secondly, the promotion cadre of Assistant Secretary as well as the feeder category of Senior Assistant were assigned the same pay grade 12. Thirdly, it is also observed that the promotion post of Secretary Gr-II and the feeder post of Superintendent are both enjoying the same pay grade 17.

It is observed that none of the employees of the Agriculture Market Committee is a part of the 'Common Categories' as they are not governed by any of the common service rules applicable to the State Government employees namely the A.P. Ministerial Service Rules, A.P. General Sub-ordinate Service Rules or the A.P. Last Grade Service Rules. They are in fact governed by a separate set of service rules applicable to the staff of Agricultural Market Committees only. In fact the entry level qualification for direct recruitment of the Junior Assistants is Intermediate whereas the same post in the 'Common Category' has a qualification requirement of graduation degree (as amended in the year 2014).

Taking the above position into account, the Commission assigns the following pay grades to the categories mentioned below which will also resolve the above mentioned existing anomalies:

- | | |
|---|---|
| 1. Secretary Gr-II | ₹. 45830-130580 (Grade 18)
(improved by one grade) |
| 2. Secretary Gr-III | ₹. 38720-118390 (Grade 15)
(improved by one grade) |
| 3. Assistant Secretary | ₹. 35570-109910 (Grade 13)
(improved by one grade) |
| 4. Supervisor/ Senior Assistant/Accountant | ₹. 34580-107210 (Grade 12)
(improved by one grade) |
| 5. Junior Assistant/ Typist | ₹. 25220-80910 (Grade-7) |

07. ANIMAL HUSBANDRY, DAIRY DEVELOPMENT AND FISHERIES DEPARTMENT

07. (a). ANIMAL HUSBADRY DEPARTMENT

The mandate of the Animal husbandry department is to make available the animal origin foods like milk, meat and eggs to the people through promotion of scientific breeding, feeding and disease management of livestock. It strives to improve the wealth of the nation by enhancing the animal productivity and their production. The department implements various livestock based poverty alleviation programmes.

The main functions of the Department are: -

- Improving the production potential by way of breed up-gradation of cattle and buffaloes through Artificial Insemination.
- Providing preventive and curative health care to livestock through constant vigil on disease outbreaks, rendering preventive vaccinations, deworming and treatment of ailing animals.
- Augmenting fodder production to meet the nutritional requirements of livestock.
- Providing relief measures to livestock during natural calamities.
- Building awareness among farmers on profitable livestock production.
- Coordinating with the Health Department in controlling diseases of zoonotic importance.
- Providing technical support to livestock based poverty alleviation programmes.
- Updating the skills of technical as well as para veterinary staff at regular intervals in the areas of scientific breeding, feeding and management of livestock.

The department is headed by a Director, assisted by three Additional Directors and other subordinate staff. The Animal Husbandry institutions in the districts function under the control of Joint Directors. The Veterinary Dispensaries/ Rural Livestock Units in the divisions function under the administrative control of Assistant Directors. The Farms, Semen Banks, training activities etc. are headed by Assistant Directors /Deputy Directors.

The special rules of Andhra Pradesh Animal Husbandry Services, issued in G.O.Ms.No.54, AH&F (AH-I) Department, dated.6-6-1996, and the Andhra Pradesh Animal Husbandry Subordinate Service Rules, 2003, issued in G.O.Ms.No.26, AHDD&F (AH-II) Department, dt.28-6-2004, govern various categories of posts in the Department.

The representations submitted by various categories of employees of Animal Husbandry Department are discussed below.

1. **Director** ₹. 80930-110850 (Grade 31)
2. **Additional Director** ₹. 66330-108330 (Grade 29)
3. **Joint Director** ₹. 56870-105810 (Grade 27)
4. **Deputy Director** ₹. 49870-100770 (Grade 25)
5. **Assistant Director** ₹. 40270-93780 (Grade 22)
6. **Veterinary Assistant Surgeon** ₹. 35120-87130 (Grade 20)

Request: It is represented that the Veterinarians have to qualify in a course of studies involving very voluminous curricular material. The course duration is also five and half years which is equal to that of Bachelor of Medicine (MBBS). The Veterinary institutions work for 7 hours a day and are available to attend to emergency cases on call whereas the working hours for the medical doctors is six hours a day. The veterinarians work amidst all these ordeals but are not blessed with the pay scales on par with the medicos though parity existed in 1969. They also contend that such parity exists in the Central Government and twenty five other States. It is requested to assign pay scales on par with equivalent cadres in the Health Department right from the category of Director to that of Veterinary Assistant Surgeon.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Director of Animal Husbandry

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Additional Director ₹.66330-108330 (29)	-

Director of Health

7580-10100 (31)	15475-19675 (32) (Improved by Task Force)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Additional Director ₹.87130-110850 (32)	-
--------------------	---	---------------------	---------------------	----------------------	---	---

Mode of Appointment : By Promotion from the category of Additional Director

Additional Director, A.H.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.56870-105810 (27)	Director ₹.809930-110850 (31)
Compared Post: Additional Director of Health						
6150-9820 (28)	13450-19150 (30) (Improved by Task Force)	23500-30765 (31)	44740-55660 (32)	87130-110850 (32)	Civil Surgeon Special Grade (in UGC Scale)	Director of Health ₹.87130-110850 (32)
Mode of Appointment : By Promotion from the category of Joint Director						
Joint Director, A.H.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
No equivalent post in Health Department						
Mode of Appointment : By Promotion from the category of Deputy Director						
Deputy Director, A.H.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105810 (27)
Compared Post: Civil Surgeon						
5390-8980 (26)	11625-18625 (28) (Improved by Task Force)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Civil Surgeon (Special Grade) (in UGC Scale)
Mode of Appointment : By Promotion from the category of Assistant Director						

Assistant Director, A.H.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Veterinary Assistant Surgeon ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Compared Post: Deputy Civil Surgeon						
4400-8700 (23)	9600-16525 (25) (Improved by Task Force)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Civil Assistant Surgeon ₹.40270-93780 (22)	Civil Surgeon ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of Veterinary Assistant Surgeon.						
Veterinary Assistant Surgeon						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Direct Recruitment	Assistant Director ₹. 40270-93780 (22)
Compared Post: Civil Assistant Surgeon						
3640-7580 (20)	7900-15475 (22) (Improved by the Task force.)	11755-26300 (22)	220680-46960 (22)	40270-93780 (22)	Direct Recruitment	Deputy Civil Surgeon ₹. 49870-100070 (25)
Mode of Appointment : By Direct Recruitment						
Qualification: Bachelor's Degree in Veterinary Sciences and Animal Husbandry or its equivalent qualification						

Recommendations:

There has been persistent demand from the Veterinary Doctors before successive Pay Commissions to equate them with the Allopathic Doctors. The Andhra Pradesh Veterinary Assistant Surgeons' Association has once again submitted a very elaborate presentation before this Commission and forcefully argued their case for parity in pay scales with the comparable categories of Medical Doctors. The main thrust of their contention rests on the following aspects:

- The working hours of the veterinary doctors is comparatively longer compared to that of the medical doctors. Besides they have to attend to emergency calls
- That the scope of their academic study is much vaster encompassing thorough knowledge about the anatomy and diseases afflicting many animal species while the medico doctors acquire knowledge about the physiology and ailments of the human body only
- That in addition to the preventive and curative aspects, the veterinary doctor has also to take care of livestock breeding and production management as well as extension services
- That livestock management has growing importance for the rural, especially farmer's economy. It has been recognized as a growth engine for the State
- That B.V.Sc course is of equal duration as that of M.B.B.S. The entry level qualification required is also the same.
- That there are several zoonotic diseases that are transmissible to humans and hence veterinary services relating to their prevention is of paramount importance
- That already the Central Government and 25 other State Governments have brought complete parity of pay scales between the two streams
- That parity in promotional opportunities has been judicially upheld

We have dispassionately considered this issue which has earlier come up before every PRC. While taking cognizance of the very important points mentioned above and raised by the Veterinarians, the Commission also considered a few fundamental differences in certain facets of the two professions. For instance, although the entrance examination for both the professions is the same, competition for entry into the MBBS course is comparatively much more intense. The course completion also requires commitment of much higher level of resources and rigorous academic effort. Admission to P.G. courses (3-years duration) in medical education also involves very high level of competition, the number of seats being scarce. Most of the Medical Doctors have to specialise in some chosen field of medical science and keep abreast of the newly developed treatment regimens and research findings in that field in order to remain professionally competent and relevant. Most of the Veterinarians on the other hand are usually generalists. Medical Doctors have to take care of massive health care issues at

the time of outbreak of epidemics and in the aftermath of natural calamities. They also work under much sterner pressure and scrutiny from the family and friends of the patients as emotions and passions can run high in the case of loss of human life. In fact sometimes adverse treatment consequences resulting in casualties of human life can trigger ugly law and order situations and severe public uproar. The Commission is also conscious of the severe shortage in allopathic medical service providers in the country. Added to this, the mounting expenses of allopathic treatment in the private sector hospitals and nursing homes pushes most patients from the relatively poorer sections of society to the public health care facilities, thus resulting in very high patient loads on Government allopathic doctors. It is also to be noted that significant contribution is being made by the public sector in the field of veterinary services but there is very little private sector participation. In respect of the allopathic medical services however substantial degree of privatization/ corporatisation has taken place affording alternative professional opportunities to the medical doctors, especially those who are highly qualified.

The Commission also analysed the historical evolution of relative pay equations among comparative positions in the vertical hierarchy of Veterinary, Ayush and Medical Doctors and found the following:

		(Pay Grades)						
	Category	1986	1993	1999	2005	2010	2015	
1.	VAS	17	19	19	19	20	20	
2.	Med Officer (Ayush)	17	19	19	19	20	21	
3.	CAS	20	20	22	22	22	22	
1.	Asst. Dir. (AH)	20	20	20	21	22	22	
2.	Sr. Med Officer (Ayush)	20	21	21	21	22	23	
3.	Deputy CS	22	23	25	25	25	25	
1.	Dy. Dir. (AH)	23	23	23	24	25	25	
2.	Chief Med Officer (Ayush)	23	23	23	24	25	26	
3.	CS	26	26	28	28	28	28	
1.	Jt. Dir. (AH)	25	26	26	26	26	27	
2.	-----No corresponding position-----							
3.	-----No corresponding position-----							
1.	Addl. Dir. (AH)	27	28	28	28	28	29	
2.	Addl. Dir. (Ayush)	-	26	26	--	28	29	
3.	Addl. Dir. (M&H)	27	28	30	31	32	32	

It is observed that the Medical Doctors have been all along assigned higher pay grades compared to both the Ayush as well as the Veterinary Departments. However since 1986 RPS the Veterinary Assistant Surgeons were assigned the same pay grade as the Medical Officers (Ayush) and this parity was disturbed only in RPS 2015. Similarly the Assistant Director (AH) was on par with the Senior Medical Officer (Ayush) in RPSs 2005 and 2010 but lagged behind in RPS 2015. The Commission feels, there is no compelling reason to make a departure from the consistent judgement and wisdom of successive PRCs in the past.

After taking into account all the above considerations, the Commission feels that in view of the societal primacy given to human life and health care issues and the need for attracting meritorious and well qualified allopathic medical doctors to the Government service, assignment of relatively higher pay grades to the Allopathic Medical Doctors compared to the Veterinary Doctors appears justified. However the difference should only be marginal. The Commission therefore assigns a higher pay scale of ₹.57100-147760 (Grade 21) to the Veterinary Assistant Surgeon and a pay scale of ₹.65360-154980 (Grade 23) to the Assistant Director (AH) thus bringing them on par with the Ayush Doctors of corresponding ranks and narrowing the grade gap with the corresponding cadres of allopathic medical doctors.

Further, keeping in view the spacing available in the pay grades of the various higher categories thereafter in the vertical ladder i.e., Deputy Director/ Joint Director/ Additional Director/Director of Animal Husbandry (Grades- 25/27/29/31), the Commission feels that their present pay grades are appropriate and status quo may be maintained for those categories with corresponding pay scales as follows:

Director	₹. 124380-179000 (Grade 31)
Additional Director	₹. 101970-174790 (Grade 29)
Joint Director	₹. 87480-170580 (Grade 27)
Deputy Director	₹. 76730-162780 (Grade 25)

7. **Veterinary Livestock Officer** ₹. 29760-80930 (Grade 18)
8. **Junior Veterinary Officer** ₹. 25140-73720 (Grade 15)
9. **Livestock Assistant** ₹. 22460-66330 (Grade 12)
10. **Veterinary Assistant** ₹. 19500-58330 (Grade 10)

Request: It is stated that the non-graduate Para Veterinarians work together in co-ordination and perform support functions in respect of the following: viz treatment of animals, control of epidemic diseases, breeding programme etc. They also conduct extension activities, fodder development activities and follow up on health of cross-breed cows, buffaloes and sheep. Except Junior Veterinary Officer, whose pay scale is on par with the Multipurpose Health Extension Officer, the pay scales of other Para Veterinarians are lesser than the pay scales of the corresponding Para Medical staff. It is requested to assign pay scales to the Para Veterinarians on par with Para Medical employees.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Veterinary Livestock Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		7770-18575 (16)	13660-38570 (16)	29760-80930 (18)	Junior Veterinary Officer ₹.25140-73720 (15)	

Compared Post: Community Health Officer

2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Multi - Purpose Health Extension Officer ₹.25140-73720 (15) Midwifery Tutor, Public Health Nurse(17) and Assistant Superintendent in Health Visiting Training Schools	
-------------------	--------------------	--------------------	---------------------	---------------------	--	--

Mode of Appointment : By Promotion from the category of Junior Veterinary Officer

Junior Veterinary Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
2375-5040 (13)	4550-9600 (13)	7200-16925 (14)	12550-38500 (14)	25140-73720 (15)	Live Stock Assistant ₹. 22460-66330 (12)	Veterinary Livestock Officer ₹.29760-80930 (18)

Compared Post: Multi -Purpose Health Extension Officer						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	12550-38500 (14)	25140-73720 (15)	Multi - Purpose Health Supervisor ₹.23100-67990 (13)	Community Health Officer ₹.31460-84970 (19)
Mode of Appointment : By Promotion from the category of Live Stock Assistant						
Live Stock Assistant						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Veterinary Assistant ₹.19500-58330 (10)	Junior Veterinary Officer ₹.25140-73720 (15)
Compared Post: Multi -Purpose Health Supervisor						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	23100-67990 (13)	Multi Purpose Health Assistant ₹. 21230-63010 (11)	Multi Purpose Health Extension Officer ₹. 25140-73720 (15)
Mode of Appointment : By Promotion from the category of Veterinary Assistant						
Qualification: 8 months training in Livestock Assistant and pass in Departmental Test						
Veterinary Assistant						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
Rs.						
1745-3420 (7)	3290-6550 (7)	5200-11755 (8)	9200-27000 (8)	19500-58330 (10)	Record Assistant	Live Stock Assistant 22460-66330 (12)
Compared Post: Multi-Purpose Health Assistant						
1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	10200-29200 (10)	21230-63010 (11)		Multi -Purpose Health Supervisor Rs.23100-67990 (13)
Mode of Appointment : By Promotion from the category of Record Assistant/ Attender/ Fieldman etc						

Qualification:

(i) A Pass in two year Animal Husbandry Polytechnic Diploma Course in any one of the Animal Husbandry Polytechnics

OR

(i) Must have passed Intermediate Science/ Intermediate Vocational course in Dairying and Poultry Sciences as one the subjects of study / two years Poultry Diploma Course / two years Intermediate Vocational Course in Multi-Purpose Veterinary Assistant. For candidates selected with the qualifications in clause (ii) One year Departmental Training in Veterinary Assistants Course to be conducted by the Director of Animal Husbandry

Recommendations:

The Commission observes that the qualification and training levels of the corresponding lowest cadre in the Para Medical hierarchy, namely Multi-purpose Health Assistant, is a pass in Intermediate and a Sanitary Inspector Training Certificate (1 year) or Multi-purpose Health Worker Training Certificate or Sanitary Technician Certificate, which is equivalent to that of the Veterinary Assistant. Functionally also the Multi-Purpose Health Workers are deployed for disease control programs, detection and control of epidemic outbreaks, promoting environmental sanitation, rendering first aid in emergencies, treating minor illnesses, communication and counselling etc. There are no major differences at the level of the Para-Medical/ Para-Veterinary cadres, unlike the differences of the nature discussed above in respect of Allopathic (Medical) and Veterinary Doctors.

Keeping in view the above, the following pay scales are assigned to the above categories thus equating the para-veterinary and para-medical cadres in the new RPS:

Veterinary Livestock Officer	₹. 48440-137220 (Grade 19) (up by 1 grade)
Junior Veterinary Officer	₹. 40970-124380 (Grade 16) (up by 1 grade)
Live Stock Assistant	₹. 37640-115500 (Grade 14) (up by 2 grades)
Veterinary Assistant	₹. 34580-107210 (Grade 12) (up by 2 grades)

11. **Administrative Officer** ₹. 35120-87130 (Grade 20)

12. **Office Manager** ₹. 29760-80930 (Grade 18)

Administrative Officer						
<p>Request: It has been represented that the post of Administrative Officer plays a vital role in administration and the holder of the post is supposed to have thorough knowledge in Rules, Codes and Manuals on the one side and in technical matters such as technical sanctions, administrative sanctions as well the various schemes being implemented in the Animal Husbandry Department on the other side. It is requested to assign a pay scale on par with Deputy Director (Non- Technical) in Technical Education Department.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	₹.Office Manager 29760-80930 (18)	
Deputy Director (Non-Technical) in Technical Education Department						
		12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director (Non-Technical) Internal Audit Officer Administrative Officer Statistical Officer ₹.37100-91450 (21) Hostel Superintendent ₹.35120-87130 (20)	
Mode of Appointment : By promotion from Office Manager						
Office Manager						
<p>Request: It is represented that the Gazetted Office Manager is responsible for maintaining the District office and is next to the Joint Director of the concerned district. He is the drawing and disbursing officer and assists the Joint Director in administration. He supervises all the Ministerial staff and deals with all disciplinary matters, It is requested to assign a pay scale on par with Assistant Director (Non-Technical).</p>						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	Administrative Officer ₹.35120-87130 (20)
Compared Post: Assistant Director (Non-Technical) in Technical Education Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent/ Auditor/ Hostel Manager ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: Appointment by transfer from the category of Superintendent.						

Recommendations:

Comparison of Administrative Officer with the Deputy Director (Non-Technical) and Office Manager with Assistant Director (Non-Tech) is not apt as the latter posts are at higher administrative levels. A perusal of the positions assigned to Administrative Officers across various Departments of Government reveals that they figure in the Service Rules of the respective Departments and are ordinarily from the promotion post to the category of Office Superintendents belonging to the A.P.M.S. of the concerned Department. In most line departments they have been assigned Pay Grade-20. In three Departments, namely Collegiate Education, Intermediate Education and Ground Water Department they have been assigned Grade- 21. On the other hand in Agriculture (Grade-19), Horticulture and Town Planning (Grade-18) this post has been assigned relatively lower pay grades. In order to bring some degree of parity, this Commission has recommended that the post of Administrative Officer in Town and Country Planning, Agriculture and Horticulture Departments be given pay grade 20, which is on par with many other major Departments e.g. Animal Husbandry, Fire Service, Medical and Health, Family Welfare, Technical Education, Tribal Welfare , Women and Child Welfare etc.

Unlike any other Department, a post of Office Manager has been created in the Animal Husbandry Department as the promotion post for the post of Superintendent (APMS), and above the former there is the post of Administrative Officer. In the

combined State of Andhra Pradesh there was only one post of Administrative Officer and it is not known whether that solitary post is still in existence in Andhra Pradesh after the State bifurcation. The Office Manager post is equivalent to that of Junior Administrative Officer in the Police Department. **Considering the size of the Department, the Commission feels it would be fair to assign a pay grade of 19 (₹.48440-137220) to the Office Manager and a pay grade of 21 (₹.57100-147760) to the Administrative Officer, thus improving by one pay grade each.**

The requests of Superintendent, Senior Assistant and Junior Assistant cadres are examined separately along with other similar requests from 'Common Categories'

13. Statistical Investigator ₹. 28940-78910 (Grade 17)

14. Statistical Computer ₹. 22460-66330 (Grade 12)

Statistical Investigator						
Request: It is represented that the Statistical Investigator scrutinizes the data received from the supporting staff and compiles statistical report. The nomenclature is different with that of similar categories in other department. In most of the departments it is Deputy Statistical Officer. They have requested to re-designate the post as Deputy Statistical Officer and maintain pay parity with that post						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Statistical Computer ₹. 22460-66330 (12)	Assistant Director ₹.40270-93780 (22)
Compared Post: Deputy Statistical Officer Directorate of Economics and Statistics						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer ₹. 24440-71510 (14)	Statistical Officer ₹.31460-84970 (19)
Mode of Recruitment: By promotion from the category of Statistical Computer.						

Statistical Computer						
Request: It is represented that the Statistical Computer collects and compiles data received from the field staff and prepares draft reports. The nomenclature is different from that of similar categories in other departments. In most of the departments it is designated as Assistant Statistical Officer. It is requested to assign a pay scale on par with that of the Assistant Statistical officer in the Directorate of Economics and Statistics and to re-designate the post as Assistant Statistical Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-49870 (07)	Statistical Investigator ₹. 28940-78910 (17)
Compared Post: Assistant Statistical Officer of Directorate of Economics and Statistics						
2195-4560 (11)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Initial Recruitment	Deputy Statistical Officer ₹.28940-78910 (17)
Mode of Recruitment: By Direct Recruitment or by transfer of Junior Assistant						
Qualifications: By Direct Recruitment or by transfer- Bachelor's Degree with Mathematics, Statistics, Economics or Commerce as the main subject. Preference shall be given to candidates possessing experience in Statistical Analysis and computation.						

Recommendations: Already there is parity between the posts of Statistical Investigator and Deputy Statistical Officer (Eco & Stat Dept.) and the same may continue at pay grade 18 (₹.45830-130580) (improved by one pay grade).

Keeping in view the similarity in qualifications, duties and responsibilities of the post of Statistical Computer with that of Assistant Statistical Officer of the Economics and Statistics Department, the Commission assigns a pay grade of 15 (₹.38720-118390) (up by three grades) and establishes parity between the two.

In respect of re-designation of the posts, the matter does not come under the purview of the Commission.

07. (b). FISHERIES DEPARTMENT

The Directorate of Fisheries was established on 02nd December, 1959. The Commissioner is the Head of the Department and is assisted by Additional Directors including Principal, State Institute of Fisheries Technology(SIFT) Kakinada, Joint Directors, Deputy Directors, Assistant Directors, Fisheries Development Officers and subordinate staff.

The main functions of the department are to-

- Increase fish production and ensure its sustainable development
- Develop fisheries value chain and boost exports.
- Promote investment to create infrastructure.
- Promote welfare of fishermen.
- Set up institutions to build skills.

The Andhra Pradesh Fisheries Service Rules issued vide G. O. Ms. No. 316, Food and Agriculture (Fish. I) department dated 9th April, 1991 and the Andhra Pradesh Fisheries Subordinate Service Rules issued vide G.O. Ms. No. 131, Animal Husbandry and Fisheries (FISH. I) Department dated 30.06.1993 govern various cadres in the department. The representations submitted by the Departmental employees are discussed below:

1. **Additional Director** ₹. 61450-105810 (Grade 28)
2. **Joint Director** ₹. 52590-103290 (Grade 26)
3. **Deputy Director** ₹. 46060-98440 (Grade 24)
4. **Assistant Director** ₹. 37100-91450 (Grade 21)

Request: It is represented that the contribution of Fisheries Sector to the State GSDP is 7.4% besides the sector providing direct and indirect employment to 14.5 lakh people. The Gross Value Addition (GVA) from fisheries has increased from Rs.17621 Crores during 2014-15 to Rs.41328 Crores in 2017-18 with an average annual growth rate of 33.5% at constant prices. The value of marine products exports has increased from ₹.15000 crores during 2014-15 to ₹.20600 crores during 2017-18 with an average annual growth rate of 21%. It is alleged that despite the department's prominence and significant contribution to the State's economy the pay scales of the staff of the Fisheries Department are not in tune with their counter parts in the Departments of Agriculture and allied sectors in the State or with that of their counter parts in other States.

They have requested to assign pay scales to various categories in the Department right from Additional Director to Fisheries Development Officer on par with similar categories in Agriculture/ Animal Husbandry Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Additional Director, Fisheries						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	61450-105810 (28)	Joint Director ₹. 52590-103290 (26)	
Compared Post: Additional Director of Animal Husbandry						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.56870-105810 (27)	Director ₹.809930-110850 (31)
Compared Post: Additional Director of Agriculture						
6150-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director ₹.56870-105810 (27)	
Mode of Appointment : By Promotion from the category of Joint Director						
Joint Director, Fisheries						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Compared Post: Joint Director of Animal Husbandry						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Compared Post: Joint Director of Agriculture						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Mode of Appointment : By Promotion from the category of Deputy Director						
Deputy Director, Fisheries						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹. 52590-103290 (26)

Compared Post: Deputy Director (Animal Husbandry)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)
Compared Post: Deputy Director (Agriculture)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)
Mode of Appointment :By Promotion from the category of Assistant Director						
Assistant Director, Fisheries						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Fisheries Development Officer ₹.29760-80930 (18)	Deputy Director ₹.46060-98440 (24)
Compared Post: Assistant Director of Animal Husbandry						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Veterinary Assistant Surgeon ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Compared Post: Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Agriculture Officer ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Mode of Appointment : By Direct Recruitment or transfer from the categories of Fisheries Development Officer, Research Assistants and Hydrologists						
Qualification: By Direct Recruitment -						
<p>A. A first class degree of Master of Fisheries Science OR A first class degree of M. Tech in Aquacultural Engineering :</p> <p>B. In case candidates with the above qualifications are not available, candidates with the following qualifications may considered.</p> <p>A first class degree of M. Sc., with Zoology/Fisheries/ Ichthyology/ Marine Biology/ Biological Science.</p>						
By Transfer : Pass in Accounts Tests and Departmental Tests (6 papers)						

Recommendations:

Agriculture and Animal Husbandry form the two main pillars of the rural economy in our country and a very large number of rural families are dependent on farming and animal husbandry activities as their avocations and economic sustenance. The challenges to crop and animal health cause more serious problems to the farmer's income. In view of this the Agriculture and Animal Husbandry Departments have more issues to grapple with and a much wider public interface.

As is seen from the above table, historically the pay grades assigned by the different Pay Commissions to the cadres of Additional Director, Joint Director and Deputy Director of Animal Husbandry and Agriculture have been higher compared to the officers of same cadres in the Fisheries Department. At present there is a difference of one grade between the corresponding cadres of officers. There is however parity in respect of these cadres among the Horticulture, Sericulture and Fisheries Departments. However in respect of the cadre of Assistant Director, the Departments of Horticulture and Sericulture have been assigned one grade higher than that of Fisheries even though the nature and scope of work as well as qualifications prescribed are equivalent.

In view of the above, this Commission feels that the presently assigned pay grades for the cadres of Additional Director, Joint Director and Deputy Director of Fisheries are appropriate and therefore recommends for their continuance in the same grades i.e. Grades-28, 26 and 24 respectively. In respect of Assistant Director of Fisheries, however, the Commission recommends up-gradation to a pay grade of 22 on par with the same cadre in Horticulture and Sericulture Departments, thus enhancing by one pay grade. The pay scale assigned shall therefore be as follows:

Additional Director	₹. 94500-170580 (Grade 28)
Joint Director	₹. 80910-166680 (Grade 26)
Deputy Director	₹. 70850-158880 (Grade 24)
Assistant Director	₹. 61960-151370 (Grade 22)

5. Fisheries Development Officer (FDO) ₹. 29760-80930 (Grade 18)

<p>Request: It is represented that it is the 1st level Gazetted Officer post in the department with a jurisdiction over 8-10 Mandals. The FDO is an important field level extension-cum- development functionary promoting fisheries development at the ground level. It is requested to enhance the pay scale of this category on par with that of the similar posts in Animal Husbandry and Agriculture Departments.</p>						
<p>Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</p>						
₹					Feeder Category	Promotion Category
1993	1999	2005	2010	2015		
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Asst. Inspector of Fisheries ₹.21230-61030 (11)	Assistant Director ₹.37100-91450 (21)
<p>Compared Post: Veterinary Assistant Surgeon</p>						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Direct Recruitment	Assistant Director Rs.40270-93780 (22)
<p>Compared Post: Agriculture Officer</p>						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Agricultural Extension Officer Gr-I ₹.29760-80930 (18)	Assistant Director ₹.40270-93780 (22)
<p>Mode of Appointment</p> <p>By Direct Recruitment/by promotion from the category of Assistant Inspectors of Fisheries including Assistant Farm Superintendents/by transfer of Senior Assistants of Fisheries Department/Assistant Section Officer of Secretariat.</p>						
<p>Qualification: By Direct Recruitment - A degree of B. F. Sc. or M.Sc., (Aquaculture or Marine culture)/ M. Sc. (Fisheries/Marine Biology)/ M. Sc., (Zoology)</p> <p>By Promotion - (i) Accounts Test for Subordinate Officers Part-I. (ii) Departmental Test. I (iii) Departmental Test. II including Practical Training</p> <p>By transfer - 1) B. Sc., (zoology) or any other equivalent examination.</p> <p>2) (i) Accounts Test for Subordinate Officers part-I. (ii) Departmental Test. I. (iii) Departmental Test-II including Practical Training.</p>						

Recommendations:

At present there is a difference of two pay grades between the Fisheries Development Officers and the Horticulture/ Sericulture Officer. Considering the growing importance of the fisheries sector in the State's economy and the qualification and duties prescribed for the post, the Commission assigns a higher pay grade of 20 (₹.54060-140540) to the Fisheries Development Officer on par with the corresponding cadres of Horticulture Officer/ Sericulture Officer, thus improving by two pay grades.

6. Assistant Inspector of Fisheries ₹. 21230-630130 (Grade 11)

Request: It is requested to enhance the pay scale of this category on par with the similar post in Animal Husbandry Department and Agriculture Extension Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Inspector of Fisheries						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Fisheries Overseer ₹.16400-49870 (07)	Fisheries Development Officer ₹.29760-80930 (18)
Compared Post: Agriculture Extension Officer Grade I						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	15280-40510 (18)	29760-80930 (18)	Agriculture Extension Officer Gr- II ₹.22460-66330 (12)	Agriculture Officer ₹. 35120-87130 (20)
Compared Post: Agriculture Extension Officer Grade II						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	11530-33200 (12)	22460-66230 (12)	Agricultural Extension Officer Gr- III ₹13780-46060 (3)	Agriculture Extension Officer Gr- I ₹.29760-80930 (18)
Mode of Appointment						
By Direct Recruitment, by promotion from the category of Fisheries Overseer and by transfer of Junior Assistant of Fisheries Department						
Qualification: By Direct Recruitment – Post Graduate Diploma in Fisheries Technology awarded by the State Board of Technical Education and Training or a Diploma in the Fisheries Technology and Navigation of a Polytechnic in the State or a certificate indicating						

successful completion of the course of Inland or Marine Fisheries Classes conducted by Government of India in the subject in respect of which recruitment is made with Zoology as main or subsidiary subject or any other equivalent qualification, B.F.Sc., or B.Sc.(FZC) or B.Sc. (Fisheries)

By Promotion - (1) Minimum General Educational Qualifications.

By transfer – (1) B.Sc. with Zoology as one of the subject.

Recommendations:

The post of Assistant Inspector of Fisheries is equivalent to the posts of Technical Officer in Sericulture Department and Agriculture Extension Officer Grade- II and accordingly its pay scale is upgraded to pay grade 14 (₹.37640-115500) in the new RPS on par with these two posts.

7. **Fishery Overseer** ₹. 16400- 49870 (Grade 7)
 8. **Fieldman / Petty Yard Officer** ₹. 15030- 46060 (Grade 5)

Request: These two categories of employees have requested for enhancement of their pay scales -

- (i) on par with Agriculture Extension Officers Grade-II in respect of Fisheries Overseer and
 (ii) Forest Beat Officer and Fieldman (Animal Husbandry Department) for Fieldman

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Fisheries Overseer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (05)	2990-5810 (05)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)	Fieldman/ Petty Yard Officer ₹.15030-46060 (05)	Assistant Inspector of Fisheries ₹.21230-63010 (11)

Compared Post: Agriculture Extension Officer Grade II

1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	11530-33200 (12)	22460-66330 (12)	Agriculture Extension Officer Gr. III ₹.13780-42490 (03)	Agriculture Extension Officer Gr. I ₹.29760-80930 (18)
-------------------	-------------------	--------------------	---------------------	---------------------	--	--

Field man/Petty Yard Officer/ Fishery Guard						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1475- 2675 (03)	2750- 5150 (03)	4260- 9520 (04)	7520- 22430 (04)	15030- 46060 (05)	Fisherman ₹.13780-42490 (03)	Fisheries Overseer ₹.16400-49780 (07)
Compared Post: Forest Beat Officer						
1535- 2840 (04)	2870- 5470 (04)	4595- 10285 (06)	7960- 23650 (06)	16400- 49870 (07)	Assistant Beat Officer ₹.15030-46060 (05)	Forest Section Officer ₹. 21230-63010 (11)
Compared Post: Fieldman/Petty Yard Officer in Animal Husbandry Department						
1745- 3420 (07)	3290- 6550 (07)	4825- 10845 (07)	8440- 24950 (07)	16400- 49870 (07)	Field Maistry ₹.13780-42490 (03)	
Mode of Appointment						
Fishery Overseer - By Promotion from the category of Petty Yard Officer including Fishery Guard and Fieldman						
Petty Yard Officer including Fishery Guard and Fieldman - By transfer from Last Grade Service and for Fieldman from the category of Fisherman						
Qualification: Fisheries Overseer by promotion – SSC						
Petty Yard Officer including Fishery Guard and Fieldman – SSC and for Fisherman 10 years of service						

Recommendations :

- (i) AEO Gr-II has a higher level of qualification compared to the Fisheries Overseer and the job specifications are different. The Commission is given to understand that it is a vanishing category. In fact there was only one post in existence at the time of implementation of the 2015 RPS. Hence status quo may be maintained in respect of Fisheries Overseer category at pay grade 7 (₹.25220-80910)
- (ii) Comparison with Forest Beat Officer and Fieldman of Animal Husbandry Departments are not apt. However keeping in mind the nature of duties and the qualification for the posts, the pay scale of Fieldman/ Petty Yard Officer/ Fishery Guard is enhanced to (₹.23780-76730 Grade- 6), thus improving by one grade.

9. life insurance**₹13780-42490 (Grade-3)**

Request: Request is for equating them with Field Maistry of Animal Husbandry Department						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1425-2525 (02)	2650-4850 (02)	4050-9050 (03)	7100-21250 (03)	13780-42490 (03)	Initial recruitment	Field Man 15030-46060 (05)
Compared Post: Field Maistry (Animal Husbandry)						
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7100-21250 (03)	13780-42490 (03)	-	Field Man 16400-49870 (07)
Mode of Appointment : By Direct Recruitment						
Qualification: 7 th Class with IFTC Certificate						

Recommendations:

Both the above mentioned posts are at the same pay grade. Considering the qualification level and job content the present pay grade (Grade-3) is appropriate and should continue. (₹.21200-65360)

08. CONSUMER AFFAIRS, FOOD AND CIVIL SUPPLIES DEPARTMENT

08. (a). LEGAL METROLOGY DEPARTMENT

The Legal Metrology department protects the interest of Consumers by ensuring metrological accuracies in the weighing and measuring instruments used in trade and commerce. It enforces the Legal Metrology Act 2009. The functions of the department are as under:

- Verification of Weights and Measures.
- Inspection to check whether Weights and Measures, verified and stamped, are being used properly by the user (trader).
- Checking deliveries made using Weights and Measures, verified and stamped.
- Registration of offences detected during inspections.
- Ensuring mandatory declaration on the pre-packed communities.
- Ensuring printing of Minimum Retail Price (MRP) on the pre-packed commodities.
- Ensuring correct net contents in the pre-packed commodities.

The department is headed by the Controller, assisted by four Joint Controllers, eleven Deputy Controllers, twenty six Assistant Controllers, fifty two Inspectors and other supporting staff. Orders were issued vide G.O. Ms. No. 13, Consumer Affairs, Food and Civil Supplies (CS II) Department dated 31.07.2017 making Andhra Pradesh Legal Metrology Subordinate Service Rules superseding earlier rules issued vide G.O. Ms. No. 121, Industries dated 10.02.1966 and G.O. Ms. No. 579, Industries and Commerce (T&C) Department dated 11.11.1980.

- | | |
|--|----------------------------------|
| 1. Joint Controller
(Former Regional Deputy Controller) | ₹. 46060-98440 (Grade 24) |
| 2. Deputy Controller
(Former Assistant Controller) | ₹. 37100-91450 (Grade 21) |
| 3. Assistant Controller
(Former District Inspector) | ₹. 31460-84970 (Grade 19) |

Joint Controller (Former Regional Deputy Controller)

Request: It is represented that the Joint Controller is a regional officer with a jurisdiction of three to four districts. He is the compounding authority for all the cases booked under the Legal Metrology (Packaged Commodities) Rules, 2011. Besides discharging mandatory functions, he upkeeps and maintains Secondary Standard Laboratory. A request has been made to upgrade the post on par with the Superintending Engineer and Superintendent of Police (Non-cadre).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Deputy Controller (Former Assistant Controller) ₹.37100-91450 (21)	
Compared Post: Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Compared Post: Superintendent of Police (Non Cadre)						
	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590-103290 (26)	
Mode of Appointment: By promotion from the category of Deputy Controller (Former Assistant Controller)						
Deputy Controller (Former Assistant Controller)						
Request: It is represented that the jurisdiction of Deputy Controller is one or two districts and he is responsible for implementation of Legal Metrology statutes in his jurisdiction. He jointly inspects petrol pumps, fair price shops, rice mills etc. along with officials of Civil Supplies Department, Oil Companies etc. A comparison has been drawn with the posts of Executive Engineer and Additional Superintendent of Police.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Assistant Controller (Former District Inspector) ₹.31460-84970 (19) Superintendent ₹.28940-78910 (17)	Joint Controller (Former Regional Controller) ₹.46060-98440 (24)

Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Compared Post: Additional Superintendent of Police						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Superintendent of Police ₹.40270-93780 (22)	Superintendent of Police ₹.56870-105810 (27)
Mode of Appointment: By Direct Recruitment (30%) or by promotion from the category of Assistant Controller (Former District Inspector/Senior Inspector) (60%) or by transfer from the category of Superintendent (10%).						
Qualification: By Direct Recruitment - Master degree in Science or Mathematics with B.Sc. (including Physics as a subject) or Degree in Engineering or equivalent.						
Assistant Controller (Former District Inspector)						
Request: The jurisdiction of the Assistant Controller is two to three revenue divisions or one district. He verifies and certifies the accuracy of all the weights and measures used by the petroleum industries, Government organizations, public sector undertakings, factories and articles used in bullion trade and maintains Working Standard Laboratory. A comparison has been drawn with the Deputy Executive Engineer and Deputy Superintendent of Police.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Inspector/ Superintendent ₹.28940-78910 (17)	Deputy Controller (Former Assistant Controller) ₹.37100-91450 (21)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)

Compared Post: Deputy Superintendent of Police.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-49960 (22)	40270-93780 (22)	Inspector of Police ₹. 35120-87130 (20)	Additional Superintendent of Police ₹. 52590-103290 (26)
Mode of Appointment - By transfer of (a) Inspectors (91%) (Qualification- A degree in Science (with Physics as one of the subjects) or Degree in Engineering or Technology. Must be able to speak, read and write one regional language of the State in addition to English/Hindi) and (b) Superintendents (9%) (Qualification- Graduation)						

Recommendations:

The department has regulatory and prosecution functions and as such comparison with Engineers is not appropriate. The job charts and nature of duties performed are entirely different. The Police force similarly has a much wider scope of duties and responsibilities. However, keeping in view the qualifications and regulatory/ enforcement functions and responsibilities being handled, the Commission recommends the following pay scales:

Joint Controller (Former Regional Deputy Controller)	₹. 70850-158880 (Grade 24) (status quo)
Deputy Controller (Former Assistant Controller)	₹. 61960-151370 (Grade 22) (improved by one grade)
Assistant Controller (Former District Inspector)	₹. 48440-137220 (Grade 19) (status quo)

4. Inspector ₹. 28940-78910 (Grade 17)

Request: It is stated that the jurisdiction of the Inspector is one or two revenue divisions. He verifies and certifies the accuracy of all the weights and measures used by the Kirana and all other trades excluding those trades to be verified by the Assistant Controller. He files all those cases, which are not compounded, in the Court of Law. A comparison is drawn with the Assistant Executive Engineer and Inspector of Police.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Senior Technical Assistant ₹.19500-58330 (10)	Assistant Controller (Former District Inspector/Senior

					Technical Assistant ₹.13780-42490 (03) Senior Assistant ₹.22460-66330 (12)	Inspector) ₹.31460-84970 (19)
Compared Post: Inspector of Police						
3110- 6380 (18)	5980- 12100 (18)	9285- 21550 (19)	16150- 42590 (19)	35120- 87130 (20)	Sub Inspector ₹.28940-78910 (17)	Deputy Superintendent of Police ₹.40270-93780 (22)
Compared Post: Assistant Executive Engineer						
3110- 6380 (18)	5980- 12100 (18)	9285- 21550 (19)	16150- 42590 (19)	37100- 91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment; by promotion from the category of Senior Technical Assistant (Maistry) and by transfer of Senior Assistant/ Senior Steno						
Qualification: By Direct Recruitment/Promotion/Transfer - A degree in Science (with Physics as one of the subject) or Degree in Engineering or Technology. Must be able to speak, read and write one regional language of the State in addition to English/Hindi.						

Recommendations:

This post does not compare with those of Inspector of Police and Assistant Executive Engineer for the reason that their functions are entirely different. The pay grades of the compared posts were in fact never equal to that of the Inspector of Legal Metrology. Keeping in view the qualifications and duties and responsibilities attached to the post, the Commission assigns the pay scale of ₹.45830-130580 (Grade-18) to this post.

09. ENERGY DEPARTMENT
09. (a). DIRECTORATE OF ELECTRICAL SAFETY &
CHIEF ELECTRICAL INSPECTOR TO GOVERNMENT

The Directorate of Electrical Safety enforces the provisions of the following Acts and Regulations:

- The Electricity Act, 2003 and Central Electricity Authority (Measures relating to safety and electric supply) Regulations, 2010.
- A.P. Cinemas (Regulations) Act, 1955 and A.P. Cinemas (Regulations) Rules, 1970; Rules for Public Exhibition of Videos.
- A.P. Electricity Duty Act, 1939 and Rules made there under.
- The A.P. Electrical Licensing Regulations, 1987.
- House Hold Electrical Appliances (Quality Control) Order, 2003.

The functions of the department are as under:

- Scrutiny and approval of Electrical Designs/Drawings for generating stations, solar power plants, Wind Mills, etc.
- Scrutiny and approval of Electrical Designs/Drawings for installations above 650V
- Inspection of the installations for which drawings were approved.
- Issue of defect notices for installations which were inspected.
- Issue of Statutory Certificate on receipt of compliance reports in full shape.
- Issue of Statutory Certificate for temporary installations.
- Issue of Electrical Certificate in form 'D' for all types of cinemas.
- Conducting of periodical inspections of all consumers installations.
- Investigation of fatal and non - fatal (human and animal) electrical accidents.
- Finalisation of arbitration cases between the consumer and suppliers/ licensees.
- Testing of Electrical instruments.
- Issue of Licences/Permits to Contractors
- Issue/renewal of Cinema Operator Licences

The Department strives to eliminate fatal accidents arising due to faulty electrical installations. It also ensures better electrical circuitry and designing so as to achieve energy conservation by reducing power losses. The Department is headed by the Director of Electrical Safety and Chief Electrical Inspector to Government. He is assisted by one Deputy Chief Electrical Inspector, four Electrical Inspectors, thirteen Deputy Electrical Inspectors, eighteen Assistant Electrical Inspectors and other supporting staff.

1. **Director of Electrical Safety & Chief Electrical Inspector** ₹. 80930-110850 (Grade 31)
2. **Deputy Chief Electrical Inspector** ₹. 61450-105810 (Grade 28)
3. **Electrical Inspector** ₹. 49870-100770 (Grade 25)
4. **Deputy Electrical Inspector (Former Assistant Electrical Inspector)** ₹. 42490-96110 (Grade 23)
5. **Assistant Electrical Inspector (Former Junior Engineer)** ₹. 37100-91450 (Grade 21)

Request: It is represented that the work experience of three years in any State/Central Government/reputed organization is a pre-requisite for recruitment as Assistant Electrical Inspector in the Directorate of Electrical Safety (earlier Chief Electrical Inspectorate). The Ninth Pay Revision Commission assigned a pay scale to the Assistant Electrical Inspector on par with the Deputy Executive Engineer but the Tenth Pay Revision Commission assigned the pay scale on par with Assistant Executive Engineer for whom no previous experience is required. It is therefore requested to equate the post of Assistant Electrical Inspector with that of Deputy Executive Engineer; Deputy Electrical Inspector with Executive Engineer; Electrical Inspector with the Superintending Engineer; Deputy Chief Electrical Inspector with Deputy Chief Engineer and the Chief Electrical Inspector with the Chief Engineer.

Director of Electrical Safety & Chief Electrical Inspector

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7070-10100 (30)	13450-19150 (30)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Chief Electrical Inspector ₹.61450-105810 (28)	
Compared Post: Chief Engineer						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer in Chief ₹.87130-110850 (32)

Mode of Recruitment: By promotion from the category of Deputy Chief Electrical Inspector

Deputy Chief Electrical Inspector						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Electrical Inspector ₹.49870-100770 (25)	Chief Electrical Inspector ₹.80930-110850 (31)
Compared post: Deputy Chief Engineer (Superintending Engineer cadre in R&B Department)						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Mode of Appointment: By promotion post from the post of Electrical Inspector						
Electrical Inspector						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Electrical Inspector ₹.42490-96110 (23)	Deputy Chief Electrical Inspector ₹.61450-105810 (28)
Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Deputy Electrical Inspector (former Assistant Electrical Inspector)						

Deputy Electrical Inspector (Former Assistant Electrical Inspector)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4140-8140 (22)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	42490-96110 (23)	Assistant Electrical Inspector ₹.37100-91450 (21)	Electrical Inspector ₹.49870-100770 (25)
Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Assistant Electrical Inspector (former Junior Engineer)						
Assistant Electrical Inspector (Formerly Junior Engineer)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	37100-91450 (21)	Tester ₹.21230-63010 (11)	Deputy Electrical Inspector ₹.42490-96110 (23)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment or by transfer of Tester						

Qualification: (i) Must possess a Bachelor's Degree in Electrical Engineering or an equivalent qualification.

(ii) Must have three years Practical experience in Electrical Engineering of which not less than one year shall be in the field of Electrical and Mechanical work shop or in generation or distribution of electricity or in the administration of Indian Electricity Act 1910 and the rules made there under. Other higher posts are successive promotion posts and have the same qualification requirement.

Recommendations:

It is a regulatory Department. Strictly speaking, though the officers in this Department cannot be compared with the Engineers in other physical infrastructure development departments like Irrigation, Roads & Building, Panchayat Raj Engineering, Public Health Engineering etc., historically, since the 2005 RPS, pay parity exists at the top-most level between the Chief Electrical Inspector and the Chief Engineer. It is also observed that the initial entry level post in the Andhra Pradesh Electrical Inspectorate Service Rules, namely Assistant Electrical Inspector, has also a direct recruitment channel like the Assistant Executive Engineer in the Engineering Services and both the posts have the same prescribed educational (technical) qualification requirement. In the 2015 RPS an equation of pay parity has been established among various categories of posts in the State Services (i.e. Electrical Inspector with Executive Engineer, Deputy Electrical Inspector with Deputy Executive Engineer and Assistant Electrical Inspector with the Assistant Executive Engineer) except that between the Deputy Chief Electrical Inspector (Grade 28) and the Superintending Engineer (Grade 29).

Keeping the above position in view the following pay scales are assigned at par with the equivalent categories in other Engineering Departments:

Director of Electrical Safety & Chief Electrical Inspector	₹. 124380-179000 (Grade-31) (status quo)
Deputy Chief Electrical Inspector	₹. 101970-174790 (Grade-29) (improved by one grade)
Electrical Inspector	₹. 76730-162780 (Grade-25) (status quo)
Deputy Electrical Inspector	₹. 65360-154980 (Grade-23) (status quo)
Assistant Electrical Inspector	₹. 57100-147760 (Grade-21) (status quo)

10. ENGINEERING DEPARTMENTS

(Water Resources, Roads and Buildings, Panchayat Raj Engineering, Rural Water Supply, Public Health (Municipal) Engineering, Tribal Welfare Engineering Departments)

The Engineering Departments of the State are engaged in construction and maintenance of all the public funded physical infrastructure required for the development of the State. The Water Resources Department is engaged in development and maintenance of all the Irrigation Projects in the State. The Roads and Buildings Department is entrusted with construction and maintenance of Highways, other principal road networks and Government Buildings. The Panchayat Raj Engineering Department looks after rural roads, minor irrigation sources, school buildings etc. whereas the RWS Department exclusively looks after rural water supply projects. The Tribal Welfare Engineering wing is entrusted with the duty of comprehensive development and maintenance of all categories of physical infrastructure in the tribal sub-plan areas of the State. Similarly the Municipal Engineering Department is engaged in infra-structure development in the urban areas of the State. In general, all the engineering departments take up investigation, designing, execution, quality control and maintenance of infrastructure projects in the State. The staff structure of all these Departments are to a large extent same. The issues raised by the employees are discussed below:

- | | |
|---------------------------------|----------------------------|
| 1. Engineer in Chief | ₹. 87130-110850 (Grade 32) |
| 2. Chief Engineer | ₹. 80930-110850 (Grade 31) |
| 3. Superintending Engineer | ₹. 66330-108330 (Grade 29) |
| 4. Executive Engineer | ₹. 49870-100770 (Grade 25) |
| 5. Deputy Executive Engineer | ₹. 42490-96110 (Grade 23) |
| 6. Assistant Executive Engineer | ₹. 37100-91450 (Grade 21) |

Request: It is stated that Engineers cutting across Departments resorted to agitation through protests and demonstrations to express their frustration with the recommendations of the Ninth Pay Revision Commission and it resulted in constituting a Task Force Committee vide G.O. Rt. No. 351, I&CAD (Ser. I) Department dated 25.04.2011. The Task Force put great efforts and studied in depth the grievances put forth by the Engineers and also looked at the pay scales of the Engineering Cadres in the Southern States and Central Government and recommended certain pay scales for the Engineers. Though the Tenth Pay Revision Commission mentioned in Volume-I of the Report that the Task Force appointed for evolving pay structure for Engineering Departments did a commendable work in articulating the aspirations of Engineers for a better scale of pay at

the entry level, it did not recommend to implement the recommendations of the Task Force in toto. Hence it is requested to assign pay scales in the current RPS, as indicated below, keeping in mind the contribution made by them to infrastructure development, which is a thrust area for the State economy:

Sl. No.	Category	Pay scale proposed ₹.	Post(s) compared
1.	Engineer in Chief	Secretary to Govt.	Secretary to Government
2.	Chief Engineer	168650-215270 (32)	Special Secretary to Government
3.	Superintending Engineer	156340-215270 (31)	Joint Secretary to Government DIG of Police (Non Cadre)
4.	Executive Engineer	123910-210280(29)	Civil Surgeon Superintendent of Police/ Collector (Non Cadre)
5.	Deputy Executive Engineer	108610-205290 (27)	Deputy Civil Surgeon Assistant Commissioner of Police Joint Collector Special Collector (NC)
6.	Assistant Executive Engineer	94960-195310 (25)	Civil Assistant Surgeon Revenue Divisional Officer/ Dy. SP

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Engineer in Chief

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Chief Engineer ₹.80930-110850 (31)	

Chief Engineer

7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer in Chief ₹.87130-110850 (32)
--------------------	---------------------	---------------------	---------------------	----------------------	---	---

Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment:						
<u>Engineer in Chief:</u> by promotion from the category of Chief Engineer.						
<u>Chief Engineer:</u> by promotion from the category of Superintending Engineer.						
<u>Superintending Engineer:</u> by promotion from the category of Executive Engineer.						
<u>Executive Engineer:</u> by promotion from the category of Deputy Executive Engineer.						
<u>Deputy Executive Engineer:</u> by promotion from the category of Assistant Executive Engineer or by transfer from the category of Assistant Engineer, Technical Officer (Special Grade) or Technical Officer (Grade I) from a combined seniority list with reference to the date of their appointment to the category of Technical Officer Grade I for whom the required minimum qualification is Diploma in Engineering.						
<u>Assistant Executive Engineer:</u> by Direct Recruitment or by transfer from the category of Assistant Engineer, Technical Officer Special Grade or Technical Officer Grade I from a combined seniority list with reference to the date of their appointment to the category of Technical Officer Grade I.						

Qualification:

Superintending Engineer: By promotion – Degree in Engineering

Deputy Executive Engineer: By promotion – Degree in Engineering

By transfer - (a) Lower Subordinate Diploma or Upper Subordinate (O.C.E.) of Osmania University or equivalent with service for a period of thirteen years as Assistant Engineer or Technical Officer Special Grade or Technical Officer OR (b) Lower Subordinate Diploma or Upper Subordinate (O.C.E.) or an equivalent thereto, who were recruited as Overseer Draughtsman and later acquired Licentiate in Civil Engineering qualification must put in 11 years of service as Assistant Engineer or Technical Officer OR (c) Holders of Diploma in compressed course of Engineering who must put in eight years of service as Assistant Engineer, Technical Officer (Draughtsman) Special Grade or Technical Officer (Draughtsman) Grade-I.

Assistant Executive Engineer:

Direct Recruitment / by transfer - Degree in Engineering.

Recommendations:

On analysis, the Commission finds the following:

- a) Engineer-in-Chief and Chief Engineer: These two cadres, which are at the top of the official hierarchy of Engineers, have been assigned the highest two pay grades of 32 and 31 respectively in the State pay scale duly recognizing the relative importance of these posts. Comparison with the Secretary and Special Secretary to Government respectively are misplaced since these posts are not available in the State pay scales. The highest cadre in the State scale in the Secretariat service is that of the Additional Secretary which is at the same pay grade of 32 as that of the Engineer-in-Chief.
- b) Superintending Engineer: This post has been compared with DIG (non-cadre) and Joint Secretary. Firstly, the functional domain and responsibilities attached to these posts are entirely different. Secondly, the DIG (non-cadre) has been assigned the same pay grade of 29 while the post of Joint Secretary has been consistently assigned a higher pay grade 30 since the 1993 RPS.
- c) Executive Engineer/ Deputy Executive Engineer/ Assistant Executive Engineer: Comparison with the Medical Doctors is not appropriate from the point of view of duration of the respective qualifying courses, the relative stress levels under which they have to discharge their duties, the degree of public interface, the scarcity value etc. Similarly the post of Collector/ Special Collector (Land Acquisition) are not in the State Pay Scale. Functionally, the Engineering cadres do not compare with the Revenue/Police cadres cited in the representation. It is also pertinent to note that the four posts of Superintending Engineer, Executive Engineer, Deputy Executive Engineer and Assistant Executive Engineer, being the 3rd level promotion, 2nd level promotion, 1st level promotion and entry level post in the State Service, are enjoying the pay grades of 29, 25, 23 and 21 respectively,

which are either equal to or mostly higher than similar hierarchical positions in many other major departments.

- d) After taking into account the recommendations of the Task Force Committee, the 10th PRC has improved the pay scales of the Assistant and Deputy Executive Engineers by two grades each and that of the Executive and Superintending Engineers by one grade each.

Considering all the above factors, the Commission is of the view that the present pay scales are adequate and there is no need for any revision. Accordingly status quo in respect of pay scales/ grades shall be maintained in respect of the Engineering service posts of Assistant Executive Engineer, Deputy Executive Engineer, Executive Engineer, Superintending Engineer, Chief Engineer and Engineer-in-Chief in all the Engineering Departments of Government listed in the Heading above. Thus the following corresponding pay scales are assigned:

Engineer in Chief	₹. 133900-179000 (Grade 32)
Chief Engineer	₹. 124380-179000 (Grade 31)
Superintending Engineer	₹. 101970-174790 (Grade 29)
Executive Engineer	₹. 76730-162780 (Grade 25)
Deputy Executive Engineer	₹. 65360-154980 (Grade 23)
Assistant Executive Engineer	₹. 57100-147760 (Grade 21)

7. Assistant Engineer ₹. 31460-84970 (Grade 19)

Request: It has been represented that in the past the pay scale of the Assistant Engineers used to be one stage below the pay scale of Assistant Executive Engineers. The difference at the minimum of the pay scales of the Assistant Engineers and Assistant Executive Engineers used to be equivalent to one increment. But in the last Pay Revision, the gap has been widened and the Assistant Engineers were assigned a pay scale two grades below the pay scale of the Assistant Executive Engineers. Further, the difference between the minimum of the time scales of the Assistant Engineers and Assistant Executive Engineers has widened to seven increments. It is requested to restore the earlier relativity.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Assistant Engineer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19)	Assistant Executive Engineer ₹.37100-91450 (21)

					Assistant Technical Officer / Draughtsman Grade II ₹.24440-71510 (14)	Deputy Executive Engineer ₹.42490-96110 (23)
					Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	
Compared post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer/ Tech Officer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment or by promotion from the category of Asst. Technical Officer or by Direct Recruitment of Work Inspectors with 10 years service out of which 3 years as Work Inspector (Grade-I)						
Qualification: <u>By Direct Recruitment or by promotion:</u> Diploma or Degree in Engineering.						

Recommendation:

A fervent representation was made by the Association of Assistant Engineers before the Commission stating that both category of officers, namely the Assistant Executive Engineers and the Assistant Engineers, discharge the same functions and execute similar nature of work. Hence the principle of 'equal pay for equal work' should be applied to them. In fact, earlier the category of Assistant Engineer was carrying a pay scale which was only one pay grade less than that of the Assistant Executive Engineers. They further stated that in the category of Assistant Engineer there are many employees with the qualification of B.E. degree even though the minimum qualification prescribed for the post is a Diploma in Engineering.

The historical progression of pay scales reveals that the difference in pay grades between the two cadres was three grades in RPS 1993 and 1999. Thereafter in the RPS 2005 and 2010 the difference narrowed to one grade and again in RPS 2015 the difference widened to two grades. The Commission finds that subsequent to the

implementation of the report of the 9th PRC, the Government had constituted a Task Force Committee of eminent Engineers to go into the issue of fixation of pay scales for the various cadres of Engineering personnel. This Committee had recommended pay grades of 22 and 20 for the posts of Assistant Executive Engineer and Assistant Engineer respectively i.e. a gap of two pay grades. The 10th PRC, after considering all relevant factors, recommended assignment of pay grades 21 and 19 for the above two posts, thus maintaining a gap of two grades.

The Commission gathers that in certain Engineering Departments there has been no direct recruitment to the post of Assistant Engineer during the last ten years. It is unarguable that the education and technical skill levels of the Engineering Graduates is superior to those of the Diploma holders. Whereas the AEEs devote 16 years for acquiring the prescribed qualification and skill, the Assistant Engineers commit only 13 years. Moreover the AEEs are equipped with the technical skill to draw and design an engineering work, specify reinforcement details and to execute major bridges and large sized infrastructure works. Further, the post of Assistant Engineer is a feeder post for promotion to the post of Assistant Executive Engineer. It is for the Engineering Departments to make a review of its H.R. policy and decide as to what should be the differentiated roles assigned to the two distinct categories of staff with different levels of technical knowledge and skill so as to make optimum utilisation of their services. The Commission further finds that in the entire array of State Government Departments, no post in any of the Sub-ordinate Services, has been assigned a pay grade above Grade-19, as has been requested in this case. The Commission finds no cogent reason to make a unique departure in favour of the Assistant Engineers, as has been requested by them, and thereby disturb the existing inter-departmental parities in this regard.

Keeping in view the above factual position the Commission is of the view that the present pay grade assigned to the post of Assistant Engineers is commensurate with the qualification prescribed, technical skill, job profile, positioning in the administrative hierarchy as well as inter-departmental parity. Accordingly, we recommend the corresponding pay scale of ₹.48440-137220 (Grade- 19) for this post in all the Engineering Departments listed herein.

8. Technical Officer (Special Grade)	₹. 37100-91450 (Grade 21)
9. Technical Officer	₹. 31460-84970 (Grade 19)
10. Assistant Technical Officer	₹. 24440-71510 (Grade 14)
11. Junior Technical Officer	₹. 22460-66330 (Grade 12)

12. Technical Assistant

₹. 17890-53950 (Grade 08)

13. Printing Technician

₹. 14600-44870 (Grade 04)

Request: The Andhra Pradesh State Council of Diploma Engineers have represented that the duration of study to acquire the minimum qualification is 13 years i.e., (10 years academic (SSC), thereafter 2 years of ITI and one year Apprenticeship or alternatively 10 years academic (SSC) and thereafter 3 years of Diploma. One has to put in considerable service to reach the post of Technical Officer (Special Grade) which is the highest post one can aspire for (10 to 15 years of service in the feeder categories to reach the post of Junior Technical Officer/Draughtsman Grade III; 15-20 years to reach the post of Assistant Technical Officer/Draughtsman Grade II; 20-25 years of service to reach the post of Technical Officer/Draughtsman Grade I and 20 to 25 years to reach the post of Technical Officer (Special Grade)/Draughtsman Special Grade). They have requested to assign the following pay scales in the new RPS :

Technical Officer (Special Grade)		₹.90800-203100 (Grade 22)
Technical Officer		₹.84300-184800 (Grade 21)
Assistant Technical Officer		₹.66900-160500 (Grade 17)
Junior Technical Officer	I	₹.52200-135600 (Grade 12)
Technical Assistant		₹.40200-119200 (Grade 8)
Printing Technician		₹.33700-100400 (Grade 5)

In another representation the Andhra Pradesh Technical Officers have requested to assign pay scale to the Technical Officer (Special Grade)/Draughtsman (Special Grade) on par with Executive Engineer, Technical Officer/ Draughtsman Grade I on par with Deputy Executive Engineer, Assistant Technical Officer/ Draughtsman Grade II on par with Assistant Executive Engineer, Junior Technical Officer/Draughtsman Grade III on par with Assistant Engineer, Technical Assistant/Tracer on par with Senior Assistant and Printing Technician on par with Junior Assistant. It is also requested to confer Gazetted status to Technical Officer and Technical Officer (Special Grade).

Duties in Brief:

The job of the Technical Officers is to scrutinize estimates ensuring accuracy in evaluation of the cost structure and preparation of tender schedules agreement. The Technical Officer (Special Grade) is the senior most position in the hierarchy of Technical Officers. The Technical Officer (Special Grade) and Technical Officer supervise the work of 1 to 4 Assistant Technical Officers in the Circles and Junior Technical Officers in the Divisions.

Technical Officer (Special Grade)/Draughtsman (Special Grade)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Technical Officer/ Draughtsman (Grade I) ₹.31460-84970 (19)	Dy. Executive Engineer ₹.42490-96110 (23)

Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Technical Officer/Draughtsman Grade I						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Asst. Technical Officer/ Draughtsman Gr-II ₹.24440-71510 (14)	Technical Officer Special Grade / Draughtsman Special Grade ₹.37100-91450 (21)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Assistant Technical Officer /Draughtsman Grade II						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Junior Technical Officer ₹.22460-66330 (12)	Technical Officer ₹.31460-84970 (19)
Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer/ Tech Officer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Junior Technical Officer/Draughtsman Grade III						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	9460-27700 (9)	22460-66330 (12)	Technical Assistant ₹.17890-53950 (8)	Assistant Technical Officer ₹.24440-71510 (14)

Compared Post: Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19) Assistant Technical Officer / Draughtsman Grade II ₹.24440-71510 (14) Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	Deputy Executive Engineer ₹.42490-96110 (23)
Technical Assistant/Tracer						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	Printing Technician ₹.14600-44870 (4)	Junior Technical Officer ₹.22460-66330 (12)
Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Store Keeper Grade- III ₹.16400-49870 (07)	Superintendent/ Store Keeper Grade-I ₹.28940-78910 (17)
Printing Technician						
1425-2525 (02)	2650-4850 (02)	4260-9520 (04)	7520-22430 (04)	14600-44870 (04)	--	Technical Assistant ₹.17890-53950 (08)
Junior Assistant						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05)	Senior Assistant/ Store Keeper Grade-II ₹.22460-66330 (12)

Mode of Appointment**Technical Officer (Special Grade):**

By promotion from the category of Technical Officer.

Technical Officer :

By promotion from the category of Assistant Technical Officer.

Assistant Technical Officer:

By promotion from the category of Junior Technical Officer.

Junior Technical Officer:

By direct recruitment and by promotion of Technical Assistant or by direct recruitment from work charged establishment with prescribed qualifications.

Technical Assistant:

By direct recruitment, promotion from the category of Printing Technician and transfer from other services

Printing Technician:

By transfer from Andhra Pradesh Last Grade Service and if not available by direct recruitment.

Qualifications: Broadly the qualifications are the following with slight variation from one Engineering Department to the other:

Technical Officer (Special Grade): Degree or Diploma in Engineering**Technical Officer/ Assistant Technical Officer/ Junior Technical Officer / Technical Assistant**

SSC and Diploma in Engineering (3 years) or a SSC with Trade Certificate (ITI) in Draughtsman (Civil/Mechanical) or Intermediate Vocational Certificate with relevant subjects.

Printing Assistant: SSC and three months practical experience in Blue Printing Work.

Recommendations:

It is seen that the posts of Technical Officer (Special Grade) and Technical Officer have historical parities in pay scale with the Assistant Executive Engineer and Assistant Engineer respectively right since the 1993 RPS. In fact there is a promotion channel from the post of Technical Officer (Special Grade) to the post of Deputy Executive Engineer (pay grade 23). Considering the above, the Commission feels that the presently assigned pay grades to these categories of posts constitute a fair parity and should continue. Further, the posts in Ministerial Service are not comparable with any category in the Engineering sub-ordinate service as their job profiles are totally different. In the 10th PRC the pay grades of all the Technical Officers were increased along with those of their seniors in the State Service.

Keeping in view the qualifications and duties associated with the various post in the Engineering Sub-ordinate Service, the following pay scales are assigned to these categories in all the Engineering Departments:

Technical Officer (Special Grade)	₹. 57100-147760 (Grade 21)
Technical Officer	₹. 48440-137220 (Grade 19)
Assistant Technical Officer	₹. 37640-115500 (Grade 14)
Junior Technical Officer	₹. 34580-107210 (Grade 12)
Technical Assistant	₹. 28280-89720 (Grade 09) (improved by one grade)
Printing Technician	₹. 22460-72810 (Grade 04)

14. Non-Technical Personal Assistant (NTPA) to Engineer-in-Chief/ Chief Engineer **₹. 37100-91450 (Grade 21)**

Request: It is represented that the post of Non-Technical Personal Assistant (NTPA) to Engineer-in-Chief/ Chief Engineer was created vide G.O. Ms No. 320 PWD dated 17.12.1956 in the pay scale of Rs350-30/2-410 i.e. the pay scale equal to that of Executive Engineer. They have further stated that the mode of appointment is by transfer from the category of Managers/Superintendents of AP Ministerial Service, Superintendents (now Section Officers) in the AP Secretariat Service, Deputy Collectors in AP Civil Services (Executive) Branch and Assistant Secretaries to Government in Andhra Pradesh General Service etc. It is also stated that the pay scale parity has been decreased gradually in successive pay revisions and in the 2015 Pay Scales this category carried the pay scale of the Assistant Executive Engineer. Hence the request is to assign a pay scale on par with the Deputy Executive Engineer or Assistant Secretary to Government and change the nomenclature of the post as Personnel Officer.

Duties in Brief: Assists the Chief Engineer/Engineer in Chief in administrative matters.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Non-Technical Personal Assistant

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17) Non-Technical PA to SE (in R&B) Department ₹.28940-78910 (17)	

Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Assistant Secretary to Government						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer/ Private Secretary to Secretary to Govt. ₹.37100-91450 (21)	Deputy Secretary to Govt. ₹.56870-105810 (27)
<p>Mode of Appointment: Appointment by transfer of Superintendents of AP Ministerial Service of the concerned Engineering Department.</p> <p>In Roads and Buildings Department appointment is by promotion of Non-Technical Personal Assistant to Superintending Engineer (Grade-17) and, if not available/ not suitable, by appointment by transfer from among Superintendents in the AP Ministerial Service in the office of the Engineer in Chief/Chief Engineer (R&B).</p>						
<p>Qualification: B.A./B.Sc./B.Com or equivalent and pass in Accounts Test for Public Works Department Officers and Subordinates.</p>						

Recommendations:

The post of Non-Technical Personal Assistant constitutes the promotion post for the post of Superintendent and it is the highest position in the hierarchy of non-technical office administration in Engineering Departments. Comparison with Engineers, who form technical cadres in the Engineering Departments, is not apt. Also the post of Assistant Secretary to Government is not comparable. The post under discussion is actually comparable to the post of Administrative Officer available in many other Departments. In most of these departments the post of Administrative Officer has been assigned pay grade 20 and in a few major departments like Intermediate Education, Collegiate Education and Ground Water the pay grade allotted is 21. Considering this, the Commission recommends status quo in respect of pay scale for this post and assigns the corresponding scale of ₹.57100-147760 (Grade 21).

15. Superintendent, Senior Assistants, Junior Assistants and their equivalent categories in the APMS

16. Record Assistant, Roneo Operator

17. Office Sub-ordinates

The request is for enhancement of their pay scales. The Commission notes that the above three categories of posts are governed by the A.P. Ministerial Service Rule, A.P. General Sub-ordinate Service Rule and the A.P. Last Grade Service Rule and therefore form part of the 'Common Categories' of posts. Hence they will be covered when we discuss the 'Common Categories'.

11. ENVIRONMENT, FORESTS, SCIENCE AND TECHNOLOGY DEPARTMENT

11.(a). FOREST DEPARTMENT

The main function of the Forest Department is to protect forests and wild life. It also takes up afforestation of degraded forests, regulates diversion of forest land for non-forestry purposes and implements plans for production of timber, fuel wood, bamboo etc. The Department is headed by the Principal Chief Conservator of Forests, who is assisted by the Additional Principal Chief Conservator of Forests and other supporting employees at the Headquarters. The Forest area in the State is divided into twelve territorial Circles. Each Circle is headed by a Conservator of Forest. The jurisdiction of each Circle extends to one or more Districts depending upon the forest area and related activities of Forest Management. The territorial Circles are divided into territorial Divisions. The Divisions are headed by Deputy Conservators of Forests/Divisional Forest Officers. Each Division is normally divided into three to five Ranges. The Forest Range Officer is in-charge of the Range. Again each Range is divided into three to five Sections. The Section is under the charge of either a Deputy Range Officer or a Section Officer. The Sections are finally split into Beats and kept under the charge of Beat Officers (Forest Guards) who are normally assisted by the Assistant Beat Officers (Reserve Watchers). In addition to these Circles and Divisions there are separate functional Circles, Divisions and Ranges for implementing various developmental programmes in the Research, Training and Reforestation areas.

The representations received from the Department are discussed below:

- 1. Forest Range Officer ₹. 31460-84970 (Grade-19)**
- 2. Deputy Forest Range Officer ₹. 26600-77030 (Grade-16)**

Request: It is represented that the Forest Range Officer has to work always in interior areas, far away from civilized life, which lack basic amenities and he moves in remote places without any arms or equipment. He exercises police and revenue powers like detection of offences and arresting the accused, curbing illicit activities and encroachments, seizure and compounding of Forest Produce offences. He performs multifarious duties such as judicial and police duties and powers akin to that of the Circle Inspector of Police, both administrative and executive. The Range Officer has been empowered with power of arrest and prosecution of offenders. It is requested to assign the pay scale of ₹.35120-87130 (Grade-20) on par with first level Gazetted Officers in other Departments such as Tahsildar, Mandal Development Officer, Mandal Education Officer, Agriculture Officer, Horticulture Officer, Inspector of Police etc.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Forest Range Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Deputy Range Officer ₹26600-77030 (16)	Assistant Conservator of Forests ₹40270-93780 (22)
Compared post: Circle Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub-Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹.40270-93780 (22)
Compared post: Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar/ Superintendent ₹. 28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Compared post: Mandal Parishad Development Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹. 29760-80930 (18)	Deputy Chief Executive Officer ₹.42490-96110 (23)
Compared post: Agriculture Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Agricultural Extension Officer Gr-I ₹.29760-80930 (18)	Assistant Director ₹.40270-93780 (22)
Mode of Appointment: (i) By direct recruitment (ii) by transfer of Deputy Forest Range Officer						
Qualification: Direct Recruitment- B.Sc. Degree with Botany/Zoology/Forestry/Mathematics/Physics/Chemistry/Agriculture or Geology as subject. Preference is given to candidates having Botany or Forestry as a subject and candidates trained for one year in any college of Forestry in India; Promotion- Should have undergone training in Forester's Course at A.P. School of Forestry and passed departmental tests.						

Deputy Forest Range Officer

Request: It is represented that the senior Forest Section Officers get promotion as Deputy Forest Range Officer on completion of 20-25 years of service. He protects forests and Government property in the area under his jurisdiction, supported by the Forest Section Officer, Beat Officer and Assistant Beat Officer. They send Preliminary Offence Report (POR) to the Forest Range Officers with full details of all forest offences such as cutting of trees, encroachments etc. He has to frequently patrol and perambulate beats and assist Forest Range Officers in execution of works, detection and investigation of forest offences. It is requested that parity in pay scales may be given with the Sub Inspector of Police.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	13660-38570 (16)	26600-77030 (16)	Forest Section Officer ₹.21230-63010 (11)	Forest Range Officer ₹.31460-84970 (19)

Compared post: Sub-Inspector of Police

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub-Inspector ₹.23100-67990 (13) Head Constable ₹.21230-63010 (11)	Inspector of Police ₹. 35120-87130 (20)

Mode of Appointment: By promotion of Forest Section Officer

Qualification:

- a) Minimum General educational qualification.
- b) Must have successfully undergone the full course of Training in Forestry in the A.P. School or Forestry or any other training Institution recognized by the Government of Andhra Pradesh or run by the Forest Department.
- c) Must have worked on special duty under R&D, WL, ST, Working Plan etc., or any other special duty post as may be prescribed by the Principal Chief Conservator of Forests from time to time for a period of one year to become eligible for the next promotion.

Recommendations:

It is observed that successive Pay Revision Commissions (PRCs) have considered the issue of parity demanded by the uniformed personnel of various enforcement Departments with the corresponding cadres of Police Department. The consistent view in at least the last five PRCs has been that, considering the enormous responsibilities of maintenance of public peace and general law and order cast upon the Police forces and the sensitive, risk prone and stressful nature of the duties handled by them, there is enough justification in assigning the Police personnel relatively higher pay scales when compared with their counterparts in other uniformed Departments. Accordingly, as tabulated in the above table, there has always been gap in pay grades between the corresponding rank officers of the Police and Forest Departments. As of now, in both the above mentioned categories, there is a gap of one pay grade between the compared categories. The comparison sought to be drawn with the Tahsiladar, Mandal Development Officer and Agriculture Officer, whose duties and responsibilities are entirely different, is not appropriate. **Keeping the above in view, the Commission is of the opinion that the present equation of pay grades with the corresponding ranks in Police Department may continue. Accordingly the Commission recommends the following pay scales/grades to the two categories:**

Forest Range Officer	₹. 48440-137220 (Grade-19)
Deputy Forest Range Officer	₹. 44570-127480 (Grade-17) (improved by one grade)

3. **Forest Section Officer** ₹. 21230-63010 (Grade-11)

4. **Beat Officer** ₹. 16400-49870 (Grade-7)

5. **Assistant Beat Officer** ₹. 15030-46060 (Grade-5)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Forest Section Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	10020-29200 (10)	21230-63010 (11)	Beat Officer ₹,16400-49870 (07)	Deputy Forest Range Officer ₹26600-77030 (16)
Compared post: Assistant Sub-Inspector of Police						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	23100-67990 (13)	Head Constable ₹.21230-63010 (11)	Sub-Inspector of Police ₹.28940-78910 (17)

Mode of appointment: (i) Direct Recruitment (ii) Promotion of Beat Officer (ii) Transfer of Junior Assistants and equivalent categories in APMS						
Qualification: Direct Recruitment- Bachelor Degree in Botany/Horticulture/ Zoology/ Physics/ Chemistry/ Mathematics/ Geology/ Statistics/ Agriculture of B.E. (Chemical/Civil/Mechanical) Promotion- S.S.C. and undergone training in course of Forest Guard from School of Forestry Transfer- Graduation, qualify in Physical Endurance Test						
Beat Officer						
1535-2840 (4)	2870-5470 (4)	4595-10285 (6)	7960-23650 (6)	16400-49870 (7)	Assistant Beat Officer ₹.15030-46060 (Grade-5)	Forest Section Officer ₹.21230-63010 (11)
Compared post: Police Head Constable						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	10900-31550 (11)	21230-31550 (11)	Police Constable ₹16400-49870 (7)	Assistant Sub-Inspector ₹.23100-67990 (13)
Mode of appointment: Direct Recruitment/ Promotion of Assistant Beat Officer						
Qualification: Direct Recruitment: Intermediate; possessing the required physical requirement and pass in walking test						
Assistant Beat Officer						
1475-2675 (03)	2750-5150 (03)	4260-9520 (04)	7520-22430 (04)	15030-46060 (05)	-	Beat Officer ₹.16400-49870 (07)
Compared post: Police Constable						
1595-3020 (05)	2990-5810 (05)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	-	Police Head Constable ₹.21230-31550 (11)
Mode of appointment: Direct Recruitment						
Qualification: S.S.C., must have prescribed physical requirement and must qualify in walking test.						

Recommendations:

The above three posts are in the Andhra Pradesh Forest Sub-ordinate Service. They are in the vertical line of promotion from Assistant Beat Officer to Beat Officer and then to the Forest Section Officer.

The 9th PRC had, after considerable deliberation, established the following parities as appropriate:

- (a) That the Forest Section Officer should be on par with the Head Warder (Prisons Department) and Leading Fireman. It also decided that the Police Head Constable be assigned one pay grade higher than the above three functionaries.

In the 10th PRC however the Transport Head Constable, Excise Head Constable and the above three categories were brought on par with the Police Head Constable. The Assistant Sub-Inspector of Police is the next higher level promotion post from the category of Police Head Constable and does not have any corresponding position in other uniformed departments. Hence seeking parity with it is not appropriate.

- (b) That the Beat Officer should be on par with the Fireman (Fire Services Dept.) and Warder (Prisons Dept) and one pay grade below that of the Police Constable.

However in the 10th PRC that equation was altered and the Police Constables and Transport Constables were also assigned equal pay grades as that of the above three categories.

- (c) The Assistant Beat Officer is a feeder category to the post of Beat Officer and therefore seeking parity with a comparatively higher position of Police Constable is not appropriate. Even from the point of view of prescribed academic qualification, the Assistant Beat Officer has to have S.S.C. whereas the qualification prescribed for the Police Constable is a pass in Intermediate.

Considering the above aspects and the rationale stated earlier in the report while discussing the pay grades of the categories of Forest Range Officer and Deputy Range Officer, this Commission is of the view that the Police personnel deserve marginally higher pay grades compared to their counterparts in other uniformed Departments and the discussed personnel of other uniformed departments should be at par. The Commission also feels that the existing pay grades of the categories under discussion are adequate and accordingly assigns the following corresponding pay scales/ grades to them:

Forest Section Officer	₹. 32670-101970 (Grade-11)
Beat Officer	₹. 25220-80910 (Grade-7)
Assistant Beat Officer	₹. 23120-74770 (Grade-5)

12. FINANCE DEPARTMENT
12. (a). TREASURIES AND ACCOUNTS DEPARTMENT

The Treasuries and Accounts Department, in addition to pre-audit of all claims of non-works pertaining to all Government Departments, performs the following functions:

- Regulates payment of pension of Government Pensioners
- Watches recovery and transmission of Contributory Pension Scheme subscriptions to the employees' accounts through NSDL.
- Books adjustments of devolutions to the local bodies.
- Maintains Public Accounts viz. Local Body Accounts, PD Accounts of Universities, Public Sector Undertakings and Societies etc.
- Compiles classified monthly accounts and submits the same to the Accountant General
- Maintains strong room at the District Treasury
- Manages Class IV employees' GPF Accounts and Andhra Pradesh Employee Welfare Fund accounts

The Department is headed by the Director, who is assisted by one Additional Director, three Joint Directors, seventeen Deputy Directors, twenty six Assistant Directors/Accounts Officers/District Treasury Officers, ninety three Assistant Accounts Officers/Assistant Treasury Officers and four hundred and fifty seven Sub Treasury Officers/Junior Accounts Officers.

The representations received from the department are discussed below:

1. **Director of Treasuries and Accounts** ₹. 80930-110850 (Grade 31)
2. **Additional Director** ₹. 66330-108330 (Grade 29)
3. **Joint Director** ₹. 52590-103290 (Grade 26)
4. **Deputy Director/
Chief Accounts Officer** ₹. 46060-98440 (Grade 24)
5. **District Treasury Officer/
Assistant Director/ Accounts Officer/
Pension Payment Officer** ₹. 40270-93780 (Grade-22)

Director of Treasuries and Accounts

Request: It is represented that the Treasuries and Accounts Department is pivotal for maintenance of Ways and Means position of the State and is responsible for rendering Accounts to the Accountant General. According to the Service Rules, the Additional Director and Deputy Secretary to Government are eligible for consideration to be appointed as Director. Hence it is requested that the pay scale of Joint Secretary to Government be assigned to this post. However during the meeting, the Director of Treasuries and Accounts requested for the pay scale of ₹.87130-110850 on par with the Additional Secretary to Government.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Additional Director ₹.66330- 108330 (29)	
Compared Post: Additional Secretary to Government						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Joint Secretary to Govt. ₹.73270-108330 (30)	
<p>Mode of Appointment: By Promotion from the category of Additional Director, and if no suitable candidate is available for promotion, by transfer from the category of Deputy Secretary to Government, Finance Department or Financial Advisor to Government in any Department of Secretariat (Amendment to the Andhra Pradesh Treasuries and Accounts Service Rules, 1962 vide G.O. Ms. No.116, Finance (Administration I) Department dated 30.07.2018).</p>						
Additional Director						
<p>Request: It is represented that the post of Additional Director is next to that of Director in the hierarchy of the Department. He has been allotted the subjects like Pensions Contribution Scheme and computerization in the department, which he deals with independently. He also acts as a liaison between the department and the Government. It is requested to assign the scale of ₹.73270-108330 on par with Additional Inspector General of Registration and Stamps.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.52590-103290 (26)	Director ₹.80930-110850 (31)
Compared Post: Additional Inspector General of Registration and Stamps						
		19675-30765 (29)	34050-54360 (29)	73270-108330 (30)	Joint Inspector of Registration and Stamps ₹.56870-105810 (27)	

Mode of Appointment: By promotion from the category of Joint Director of Treasuries and Accounts

Joint Director

Request: It is represented that the post of Joint Director is the fifth level promotion post and is assigned the job of inspection of District Treasuries besides statutory functions in the Department. It is requested to assign the pay scale of 56870-105810 on par with the Deputy Secretary to Government.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director/ Assistant Secretary to Government (Finance Department) ₹. 46060-98440 (24)	Additional Director ₹.66330-108330 (29)

Compared Post: Deputy Secretary to Government

5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Assistant Secretary to Government ₹. 46060-98440 (24)	Joint Secretary to Government ₹.73270-108330 (30)
-------------------	---------------------	---------------------	---------------------	----------------------	--	--

Mode of Appointment: By promotion from the category of Deputy Director/Chief Accounts Officer/by recruitment by transfer from the post of Assistant Secretary to Government in the Finance Department of the Secretariat.

Deputy Director/Chief Accounts Officer

Request: It Is represented that the Deputy Director is the promotion post to the post of District Treasury Officer / Accounts Officer/ Assistant Director. Till 1986, the Deputy Director used to carry a higher scale than that of the Assistant Secretary to Government. In the 1986 Pay Revision both these posts were equated. Similarly, the Deputy Director was on par with the Special Grade Deputy Collector in the 1978 Pay Revision. Thereafter the parity was disturbed with the Special Grade Deputy Collector getting a higher pay scale. Further, the functions of Deputy Director are similar to those of Joint Pay Accounts Officer. But the latter is assigned a higher pay scale. It is requested to assign the pay scale of ₹.52590-103290 on par with the Special Grade Deputy Collector/District Revenue Officer and Joint Pay and Accounts Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director/ Accounts Officer / District Treasury Officer ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Compared Post: Special Grade Deputy Collector/District Revenue Officer						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Collector Revenue Divisional Officer ₹.40270-93780 (22)	
Compared Post: Joint Pay and Accounts Officer						
		15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Pay and Accounts Officer ₹.46060-98440 (24)	Pay and Accounts Officer ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Assistant Director/Accounts Officer/ District Treasury Officer						
District Treasury Officer/ Accounts Officer / Assistant Director/						
<p>Request: It is represented that the post of District Treasury Officer/Accounts Officer/Assistant Director is to be filled in by promotion from the category of Assistant Treasury Officer/Assistant Accounts Officer and a pass in Part I and II of Treasuries and Accounts Service Examination is mandatory to get promotion from the category of Assistant Treasury Officer/Assistant Accounts Officer. Though it is the third level gazetted post in the Treasuries and Accounts Department, it is equated with a first level Gazetted post in many departments like Government Life Insurance Department, Pay and Accounts Office etc. The District Treasury Officer/Assistant Director is a district level post and it is the inspecting authority for Sub Treasuries. The Accounts Officer works in the Accounts Wing in the office of the Head of Department and reports directly to the Head of Departments. He acts as advisor to the Head of Departments in all matters involving financial implications, service matter and others as required by the Head of Department. The District Treasury Officer and Assistant Secretary to Government are equal in cadre. It is requested to assign the pay scale of ₹.46060-98440 on par with Assistant Secretary to Government.</p>						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Treasury Officer/ Assistant Accounts Officer ₹.35120-87130 (20) Section Officer/ Private Secretary to Secretary to Government ₹.37100-91450 (21)	Deputy Director of Treasuries &Accounts/ Chief Accounts Officer ₹.46060-98440 (24)
Compared Post: Assistant Secretary to Government						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer ₹.37100-91450 (21)	Deputy Secretary to Government ₹.56870-105810 (27)
Mode of appointment: By promotion of Assistant Treasury Officer/Assistant Accounts Officer and by transfer of Section Officer/ Private Secretary to Secretary to Government of Fin. & Plg. Dept.						

Recommendations:

The post of Director of Treasuries has been compared with that of Additional Secretary to Government, a post with which there is no functional similarity. Whereas the Director of Treasuries and Accounts deals with watching of budgeted expenditure, accounting for Government revenue receipts, auditing and passing of bills and disbursement of various types of Government payments, the Additional Secretary deals with various issues connected with formulation of policies and programmes at the highest echelons of the Government. The comparison is therefore not very apt. Similarly comparisons drawn between the other functionaries of Treasuries & Accounts Department and the Secretariat are not apt. It is observed that since the 1993 RPS, the posts compared with were never having the same pay scale as that of the matched category of Treasuries & Accounts department, as shown in the table above. The Commission observes the following equivalence among the various functionaries of the five different Heads of Departments working under the umbrella of the State Finance Department:

Treasuries and Accounts	State Audit	Works and Accounts	PAO	Life Insurance
Director (31)	Director (30)			
Addl. Director (29)	Addl. Director (28)	Director (29)	PAO (29)	Director (29)
Joint Director (26)	Joint Director (26)	Joint Director (26)	Joint PAO (26)	Joint Director (26)
Deputy Director/ CAO (24)	Deputy Director (24)	PAO/ CAO (24)	Deputy PAO (24)	Deputy Director (24)
DTO/Asst. Dir/ AO/ PPO (22)	Dist. Audit Officer (22)	APAO (22)	Asst. PAO (22)	Asst. Dir. (21)
ATO/ AAO/APPO (20)	Asst. Audit Officer (20)	Divl. A.O. (Gr-I) (20)		
		Divl. A.O. (Gr-II) (18)		

It is seen from the above that all the categories of posts in the Treasuries & Accounts Department are at present drawing the same pay scale as the other four, except that of the Director of Treasuries, which is at a slightly higher level considering the relative size, functional importance and span of control of that post.

Keeping in view the above, the Commission is of the view that the existing parities and relativities may continue. Accordingly, the following corresponding pay scales are assigned.

Director of Accounts and Treasuries	₹. 124380-179000 (Grade-31)
Additional Director	₹. 101970-174790 (Grade-29)
Joint Director	₹. 80910-166680 (Grade-26)
Deputy Director/ Chief Accounts Officer	₹. 70850-158880 (Grade-24)
District Treasury Officer/ Assistant Director/ Accounts Officer	₹. 61960-151370 (Grade-22)

6. **Assistant Treasury Officer/ Assistant Accounts Officer** ₹. 35120-87130 (Grade 20)
7. **Sub Treasury Officer/ Junior Accounts Officer** ₹. 28940-78910 (Grade 17)

Assistant Treasury Officer/Assistant Accounts Officer						
Request: It is represented that the post of Assistant Treasury Officer is a divisional level post filled up by Direct Recruitment through Group I service of APPSC and by promotion from the category of Sub Treasury Officer. All other Divisional officers like Deputy Collectors, Deputy Superintendents of Police and Commercial Tax Officers are in a higher scale of pay than the Assistant Treasury Officer. It is therefore requested to assign the pay scale corresponding to Grade-21 to this post.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Treasury Officer/ Junior Accounts Officer ₹.28940-78910 (17)	DTO/ Accounts Officer/ Assistant Director ₹.40270-93780 (22)
Compared Post: Deputy Collector/Deputy Superintendent of Police/ Asst. Commissioner of State Tax						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Respective feeder posts ₹.35120-87130 (20)	Respective promotion posts ₹.52590-103290 (26)
Mode of Appointment: By Direct Recruitment (Group-I of APPSC) or by transfer of Sub Treasury Officer/Junior Accounts Officer/ Superintendents etc						
Qualification: By Direct Recruitment – A Graduate degree in Commerce, Economics or Mathematics						
Sub Treasury Officer/Junior Accounts Officer						
Request: It is represented that the area of operation of a Sub Treasury Officer covers two or three Mandals. The other Mandal Officers like the Mandal Revenue Officer and Mandal Parishad Development Officer are in a higher scale. It is requested to assign a pay scale on par with the Mandal Revenue Officer/Mandal Parishad Development Officer (MPDO).						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Accountant ₹.22460-66330 (12)	Assistant Treasury Officer/ Assistant Accounts Officer ₹.35120-87130 (20)
Mandal Revenue Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Mandal Parishad Development Officer (MPDO)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹. 29760-80930 (18) Superintendent ₹.28940-78910 (17)	Dy. Chief Executive Officer ₹.42490-96110 (23)
Mode of Appointment : By promotion from the category of Senior Accountant						

Recommendations:

Comparison drawn with the posts of Deputy Collector/ Deputy Superintendent of Police and Mandal Revenue Officer/ Mandal Development Officer respectively with the two posts of Treasury & Accounts Department mentioned above is misplaced since the first four cited posts have much wider and more complex scope of duties and responsibilities and much larger public interface. Their functions are entirely different. Historically, the compared posts were all through at higher pay scales. It is observed that in the past the posts of Assistant Treasury Officer and Sub-Treasury Officer have had similar pay scales as those of the Tahsildar and Deputy Tahsildar respectively although functionally they are quite different. The Commission accordingly feels it appropriate to maintain the existing parities mentioned earlier in this para. We also keep in mind the duties/ responsibilities assigned to these categories and their positions

in the administrative hierarchy. Accordingly the following pay scales are assigned to the two posts:

Assistant Treasury Officer/ Assistant Accounts Officer	₹. 54060-140540 (Grade 20) (status quo)
Sub Treasury Officer/ Junior Accounts Officer	₹. 45830-130580 (Grade 18) (enhanced by one grade)

The Commission correspondingly assigns the pay scale of ₹.45830-130580 (Grade-18) to the equivalent post of Superintendent.

- 8. Senior Accountant ₹. 22460-66330 (Grade 12)**
9. Junior Accountant ₹. 16400-49870 (Grade 07)

Request: It is represented that for Direct Recruitment Senior Accountants have to pass Degree and proficiency test in office automation. For further promotions they have to compulsorily complete induction training, pass in accounts test for Subordinate Officers Part I and II and Treasuries and Accounts Service examination consisting of eight papers. For Junior Assistants the qualifications prescribed for appointment as Junior Accountants in Treasuries is Degree and a Certificate Course in MS Office and office automation whereas a pass in Intermediate is enough in other departments.

During the meeting it was stated that the Junior Accountants were in higher pay scales than that of the Junior Assistants prior to the 1986 Pay Revision. Thereafter the successive Pay Revision Commissions equated the pay scales of the Senior Accountants and Junior Accounts with the pay scales of the Senior Assistants and Junior Assistants under Common Category. The duties of Senior Accountants and Junior Accountants are different from those of Senior Assistants and Junior Assistants under Common Category. They pre audit the claims which requires technical knowledge. It is therefore represented that higher pay scales may be assigned by delinking them from the categories of Senior Assistant and Junior Assistant under 'Common Category'.

Senior Accountant

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Accountant ₹.16400-49870 (07)	Sub Treasury Officer/ Junior Accounts Officer ₹.28940-78910 (17)

Mode of Appointment: By Direct Recruitment/ by promotion from category of Junior Accountants/ by transfer from Typists and Lower Division Stenos.

Qualifications: Direct Recruitment – A degree in Commerce, or Economics or Mathematics. Provided that a person who possesses any degree is eligible for appointment by direct recruitment, on and from the 25th June, 1979 to the posts of Senior Accountant AND Pass in any one of the following Certificate Course Examination conducted by the Board of Technical Education & Training, A.P.

(a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing OR

A degree in Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or B.Tech/B.E. with Computer Science or Information Technology equivalent examination of above.

By promotion/Transfer: (i) Account Test for Subordinate Officers Part-I and II

Junior Accountant

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Shroff ₹. 15460-47330 (06) Attenders ₹. 13000-40270 (01)	Senior Accountant ₹. 22460-66330 (12)

Mode of Appointment: By direct recruitment (ii) by conversion from Typists and Junior Steno Typists in the Andhra Pradesh Ministerial Services. (iii) by transfer from Record Assistants, Shroffs and Class –IV Employee

Qualifications: Brach I

I. Direct Recruitment: a) A degree, preferably Graduate in Commerce or Mathematics or Economics, provided that a person who possesses any Degree is eligible for appointment by direct recruitment on and from the 25th June, 1979 AND

b) Pass in any one of the following Certificate Course Examination conducted by the State Board of Technical Education and Training, A.P., Hyderabad. (a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing. OR Must hold a degree in Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or B.Tech/ B.E. with Computer Science or Information Technology equivalent examination of above

II. By transfer from the category of Typist and Steno Typist

i) A degree, preferably Graduate in Commerce or Mathematics or Economics. Provided that a person who possesses any Degree is eligible for appointment by direct recruitment on and from the 25th June, 1979 AND

ii) Pass in any one of the following Certificate Course Examination conducted by the State Board of Technical Education and Training, A.P., Hyderabad. (a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing. OR Must hold a degree in Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or

B.Tech/B.E. with Computer Science or Information Technology equivalent examination of above,.

iii) By transfer from the category of Record Assistants/Shroffs/ Office Subordinates

A degree, preferably Graduate in Commerce or Mathematics or Economics, provided that a person who possess any Degree is eligible for appointment by direct recruitment on and from the 25th June, 1979. Provided that those appointed prior to 30.10.1980 may be considered for appointment by transfer if they possess SSC or equivalent qualification, and they must pass the GET/(2) paper test conducted by APPSC also.

(ii) Those who have undergone the training prescribed for direct recruits to the post of Junior Accountants are eligible for regularization of service in the category of Junior Accountants on par with other direct recruits.

Branch II, III, IV and V:

I. Direct Recruitment:

i) Intermediate Examination AND

ii) Pass in any one of the following Certificate Course Examination conducted by the Board of Technical Education and Training, A.P

(a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing. OR Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or B.Tech/B.E. with Computer Science or Information Technology equivalent examination of above,

II. By transfer from the category of Typist and Steno Typist

(i) Intermediate Examination AND Pass in any one of the following Certificate Course Examination conducted by the Board of Technical Education and Training, A.P

(a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing. OR A degree in Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or B.Tech/B.E. with Computer Science or Information Technology

(ii) Must have undergone the training prescribed for direct recruits to the post of Junior Accountants under Rule 7 and who shall be eligible for regularization of services in the category of Junior Accountant on par with other direct recruits.

(III) By transfer from the category of Record Assistants/Shroff s/ Attenders

i) Intermediate Examination conducted by the Board of Intermediate Examination or any other equivalent examination. Provided that those appointed prior to 29.10.1987 may be considered for appointment by transfer if they possess SSC or equivalent qualification.

ii) Must have undergone the training prescribed for direct recruits to the post of Junior Accountants under Rule 7 and who shall be eligible for regularization of services in the category of Junior Accountant on par with other direct recruits.

(Service Rules issued vide G.O. Ms. No. 22 Finance (Admn III) Department dated 26.02.2011)

Recommendations:

In G.O. Ms. No. 133 General Administration Department (Ser. B) Department dated 12.06.2018 orders were issued amending the Andhra Pradesh Ministerial Service Rules, 1998 prescribing the qualification of proficiency in office Automation with usage of computer and associated software for the post of Junior Assistant, Assistant-cum-Typists, Senior Stenographers and Junior Stenographers, UD Typists, Typists, LD Typists etc. in the officers of Heads of Departments/Directorates and in the sub offices other than offices of Heads of Department/Directorate by direct recruitment through APPSC/DSC. In G.O. Ms. No. 135 General Administration Department (Ser. B) Department dated 12.06.2014 orders were issued amending the Andhra Pradesh Ministerial Service Rules, 1998 enhancing the qualification from Intermediate to Graduation for the posts of Junior Assistants, Assistant-cum-Typists, Senior Stenographers and Junior Stenographers. The Director of Treasuries and Accounts, in his Letter No FIN02-11035/2018-A SEC-DT dated 23.01.2019, has stated that the Andhra Pradesh Treasuries and Accounts Subordinate Service Rules have not yet been amended enhancing the qualifications for Direct Recruitment of Junior Accountants in Branches II, III, IV and V but higher qualifications were indicated in the Notifications for Direct Recruitment and instructions were issued to follow the orders issued in G.O. Ms. No.25, General Administration (Services A) Department dated 12.03.2015 for Compassionate Appointments.

It is seen that the mode of recruitment and the level of job of the categories of Senior Accountant and Junior Accountant do not differ much from those of Senior Assistant and Junior Assistant under the Andhra Pradesh Ministerial Service Rules. However as far as the academic qualification and computer skill are concerned, it is seen that the II,III,IV & V Branches of the post of Junior Accountant lag behind their counter parts in 'Common Categories' working in the offices other than the Directorate. The Department is therefore advised to amend the relevant Service Rules immediately incorporating, inter alia, Graduation Degree and Proficiency in Office Automation with usage of computer and associated software as the minimum qualifications in respect of the post of Junior Accountant in all the Branches in line with the APMS Rules so as to improve operational efficiency. The Commission does not agree with the plea for higher pay grades than the equivalent 'Common Categories' and feels it would be apt to maintain the existing parity with Senior and Junior Assistants respectively of 'Common Categories'.

The Commission correspondingly assigns the same pay scale as that of Superintendent in the 'Common Categories' to the next higher post of Superintendent in the Treasuries and Accounts Department.

12. (b). PAY AND ACCOUNTS OFFICE

The Pay and Accounts Office pre audits the civil claims (other than works) pertaining to the offices situated in the Capital Region. Besides, it maintains the leave accounts of the All India Service Officers. The Department is headed by the Pay and Accounts Officer, who is assisted by the Joint Pay and Accounts Officer, three Deputy Pay and Accounts Officers, nine Assistant Pay and Accounts Officers and other supporting staff. The pay scale issues raised by the Departmental are discussed below:

1. Pay and Accounts Officer ₹.66330-108330 (Grade-29)

Request: It is represented that the pay scale of the Pay and Accounts Officer is lesser than that of the other Heads of Departments under the control of Finance Department viz., Director of Treasuries and Accounts and Director of State Audit. It is requested to assign a pay scale on par with the Director of Treasuries and Accounts and Director of State Audit.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Director of Pay and Accounts						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53960 (28)	66330-108330 (29)	Joint Pay and Accounts officer ₹.52590-103290 (26)	
Compared Post: Director of Treasuries and Accounts						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Additional Director ₹.66330-108330 (29)	
Compared Post: Director of State Audit						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	34050-54360 (29)	73270-108330 (30)	Additional Director ₹.61450-105810 (28)	
Mode of Appointment: By promotion from the category of Joint Pay and Accounts Officer						

Recommendations:

The hierarchy of State Service posts in the five sister Departments under the umbrella of the Finance Department are as follows:

Treasuries and Accounts	State Audit	Works and Accounts	PAO	Life Insurance
Director (31)	Director (30)			
Addl. Director (29)	Addl. Director (28)	Director (29)	PAO (29)	Director (29)
Joint Director (26)	Joint Director (26)	Joint Director (26)	Joint PAO (26)	Joint Director (26)
Deputy Director/ CAO (24)	Deputy Director (24)	PAO/ CAO (24)	Deputy PAO (24)	Deputy Director (24)
DTO/Asst. Dir./ AO/ PPO (22)	Dist Audit Officer (22)	APAO (22)	Asst. PAO (22)	Asst. Dir. (21)
ATO/ AAO/ APPO (20)	Asst Audit Officer (20)	Divl. A.O. (Gr-I) (20)		
		Divl. A.O. (Gr-II) (18)		

It is observed that, unlike the Treasuries and Accounts Department and State Audit Department, the category of Additional Director is not available for the other three Directorates including the Pay & Accounts Office. The Joint Director/ Joint PAO posts are the feeder categories for the post of Director in these three other Departments and in all of them the Directors have been assigned the same pay grade (29) on par with the Additional Director of Treasuries & Accounts Department. In fact the staff size and jurisdictional spread of these three Departments are relatively lesser compared to those of the Treasuries & Accounts and State Audit Departments. It is also seen that the Directors of Treasuries & Accounts and State Audit have all along been positioned at higher pay scales when compared to that of the Pay & Accounts Officer. **The present pay grade assigned to the post of Pay & Accounts Officer is therefore considered appropriate and accordingly the corresponding pay scale of ₹.101970-174790 (Grade-29) is fixed for this post.**

2. Auditor ₹. 22460-66330 (Grade-12)

Request: It is represented that the mode of recruitment and selection procedure is one and the same for the posts of Assistant Section Officer and Auditor. Hence it is requested to assign the pay scale applicable to the Assistant Section Officer, Secretariat to this post.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Auditor						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Assistant Audit Officer Rs.16400-49870 (07)	Superintendent 28940-78910 (17)
Compared Post: Assistant Section Officer of Secretariat						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Typist cum Assistant Rs.18400-55410 (09)	Section Officer Rs.37100-91450 (21)
Mode of Appointment By Direct Recruitment or by promotion from the category of Assistant Auditor or by transfer from Typists and Telephone Operators in the A.P. Ministerial Services.						
Qualification: By Direct Recruitment or by promotion or by transfer: A Bachelor's Degree, Accounts Test for Sub-ordinate Officers Part- I & II.						

Recommendations:

The post of Auditor does not compare with that of the Assistant Section Officer as the functions of the latter are more complex. In fact the Assistant Section Officer forms part an administrative hierarchy which handles the ultimate decision making process in the State Government. Moreover, in the previous PRCs also the category of Assistant Section Officer has been placed in higher pay scales compared to those of the Auditor in Pay & Accounts Office. It is observed that in the past this category has all along been equated with the post of Senior Assistant. Considering the work load and entry qualification etc. the Commission feels that the existing parity with corresponding 'Common Category' posts be maintained and accordingly assigns the same pay scale as those of Superintendent, Senior Assistant and Junior Assistant in the 'Common Category' to the categories of Superintendent, Auditor and Assistant Auditor of Pay and Accounts Office.

12. (c). STATE AUDIT DEPARTMENT

The functions of the State Audit Department can be broadly classified in to the following categories:

- 1) Audit functions
 - a) Post audit: the department is the statutory audit authority for all the institutions contained in the schedule appended to the A.P. State Audit Act 1989.
 - b) Pre audit: the department conducts pre audit of municipal corporations, major temples and Agricultural Market Committees
 - c) Internal audit: the department conducts the internal audit of T.T.D.
 - d) Special Audit: It also conducts special audits entrusted to it by the government.
- 2) Quasi-judicial functions: it issues surcharge certificates for the losses occasioned due to the negligence of officers and non-official functionaries of the local bodies and other authorities
- 3) The department is the authorizing agency for pensions of the employees of local bodies and class IV employees of Government, police constables, teachers working in societies
- 4) The department is the certifying authority of the claims of FBF, GIS pertaining to the employees of local bodies and pensioners of APHB and Khadi Board.

The Department is headed by a Director who is assisted by the Additional Director, Joint Directors, Deputy Directors, District Audit Officer, Assistant Audit Officer and Senior/ Junior Auditors.

The Departmental representations are discussed below:

1. Director	₹. 73270-108330 (Grade 30)
2. Additional Director	₹. 61450-105810 (Grade 28)
3. Joint Director	₹. 52590-103290 (Grade 26)
4. Deputy Director	₹. 46060-98440 (Grade 24)
5. District Audit Officer	₹. 40270-93780 (Grade 22)
6. Assistant Audit Officer	₹. 35120-87130 (Grade 20)

Request: It is represented that the functionaries of the State Audit Department are supposed to be well versed with the Acts relating to various institutions for which they perform audit and also the provisions of AP Financial Code, AP Accounts Code and so on besides being conversant with the Financial Rules, AP Fundamental Rules, Pension Rules etc.

They should also know the Service rules governing the employees of these institutions. Further, the department is empowered with quasi-judicial function of imposing surcharge. Thus the functions, right from the Director to the Junior Auditor, are not comparable and are quite distinct from those of other departments. It is averred that the functions of the department are synonymous with those of the Comptroller and Auditor General. Further, they conduct cent percentage audits whereas the Audit by the Accountant General is only test audit. It is lamented that although the department enjoys independence in its functioning, the pay scales attached to the employees are not commensurate with their status and the work turned out by them. Hence it is requested to assign higher pay scales as indicated below:

Director of State Audit	₹. 80930110850	(Grade 31)
Additional Director	₹. 73270-108330	(Grade 30)
Joint Director	₹. 61450-105810	(Grade 28)
Deputy Director	₹. 52590-103290	(Grade 26)
District Audit Officer	₹. 46060-98440	(Grade 24)
Assistant Audit Officer	₹. 40270-93780	(Grade 22)

Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	34050-54360 (29)	73270-108330 (30)	Additional Director ₹. 61450-105810 (28)	

Mode of Appointment: By promotion from the category of Additional Director State Audit.

Additional Director of State Audit

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
			31550-53060 (28)	61450-105810 (28)	Joint Director ₹.52590-103290 (26)	Director ₹.73270-108330 (30)

Mode of Appointment: By promotion from the category of Joint Director State Audit.

Joint Director of State Audit						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
			27000-51760 (26)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of Deputy Director and equivalent categories.						
Deputy Director/Regional Deputy Director/ Examiner of Accounts						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Audit Officer/ District Audit Officer ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Mode of Appointment: By promotion from the category of District Audit Officer/Audit Officer/Assistant Examiner						
District Audit Officer / Audit Officer / Assistant Examiner of Accounts						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Audit Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Assistant Audit Officer						
Assistant Audit Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Senior Auditor ₹.22460-66330 (12)	District Audit Officer / Audit Officer / Assistant Examiner of Accounts ₹.40270-93780 (22)

Mode of Appointment: By Direct Recruitment/ transfer from the category of Senior Auditor

Qualifications: By Direct Recruitment : Graduation; Transfer- Pass in Sub-ordinate Accounts Service examination.

(Andhra Pradesh State Audit Service Rules 2014 were issued vide G.O. Ms. No.113, Finance (Admn. II) Department dated 20.05.2014 in suppression of Andhra Pradesh Local Fund Audit Service Rules issued in G.O.Ms. No. 212 Finance & Planning (F.W. Admn.II) Department, dated 18-07-2006,)

Recommendations:

One post of Additional Director and three posts of Joint Directors were created by abolishing four posts of Deputy Directors in the State Audit Department vide G.O. Ms. No. 224, Finance (SMPC) Department dated 08.08.2013. Prior to that there were no intermediate post between that of Director and Deputy Director. Thus earlier the post of Deputy Director used to be the feeder category to the post of Director. With the creation of the posts of Additional Director and Joint Directors, a parallel administrative structure with the other departments under the umbrella of State Finance Department has emerged. The comparative position in respect of all these departments are shown in the following table:

Treasuries and Accounts	State Audit	Works & A/C	PAO	Life Insurance
Director (31)	Director (30)			
Addl. Director (29)	Addl. Director (28)	Director (29)	PAO (29)	Director (29)
Joint Director (26)	Joint Director (26)	Joint Director (26)	Joint PAO (26)	Joint Director (26)
Deputy Director/ CAO (24)	Deputy Director (24)	PAO/ CAO (24)	Deputy PAO (24)	Deputy Director (24)
DTO/Asst Dir/ AO/ PPO (22)	Dist Audit Officer (22)	APAO (22)	Asst PAO (22)	Asst. Dir. (21)
ATO/ AAO/APPO (20)	Asst Audit Officer (20)	Divl. A.O. (Gr-I) (20)		
		Divl. A.O. (Gr-II) (18)		

It is further observed that the post of Director of Treasuries & Accounts has, right since the 1993 RPS, been assigned (by successive PRCs) one pay grade above that of the Director of State Audit. There is a similar gap in pay grades between the two Additional Directors also.

Keeping in view the relative complexities of functions and sizes/ spans of control etc. of the departments, it is considered that the existing relativities and parities are apt and accordingly the following corresponding scales are assigned to the various categories:

Director	₹. 112610-174790 (Grade-30)
Additional Director	₹. 94500-170580 (Grade-28)
Joint Director	₹. 80910-166680 (Grade-26)
Deputy Director	₹. 70850-158880 (Grade-24)
District Audit Officer	₹. 61960-151370 (Grade-22)
Assistant Audit Officer	₹. 54060-140540 (Grade-20)

7. Senior Auditor ₹. 22460-66330 (Grade 12)

8. Junior Auditor ₹. 16400-49870 (Grade 07)

Request: It is represented that the Senior and Junior auditors are supposed to take utmost care in pointing out misuse/ diversion of funds. They are supposed to be well versed with various statutes, rules, guidelines etc. The Senior Auditor and Junior Auditor have to pass Local Fund Audit examinations and Subordinate Accounts Service examinations with vast syllabus to get promotions. The Senior Auditor conducts audit of Gram Panchayats, temples and secondary schools independently and issues certificate in his name. He assists the Assistant Audit Officer in the audit of major institutions by attending to actual audit. The Junior Auditor also discharges similar duties. Thus the functions of Senior Auditor and Junior Auditor are different from the duties of Senior Assistants and Junior Assistants. It is stated that the gap in pay scale of the Senior Auditor and the promotion post of Audit Officer is large. Hence it is requested to assign the pay scale corresponding to ₹.31460-84970 (Grade 19) to the Senior Auditor and ₹.22460-63330(Grade 12) to the Junior Auditor.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
Senior Auditor						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Auditor ₹. 16400-49870 (07)	Assistant Audit Officer ₹. 35120-87130 (20)

Junior Auditor						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹. 15030-46060 (05) Office Subordinate ₹. 13000-40270 (01)	Senior Auditor ₹. 22460-66330 (12)
Mode of Appointment:						
<u>Senior Auditor</u> By Direct recruitment/ Promotion from the category of Junior Auditor /Transfer from the category of Typist/Junior Stenographer						
<u>Junior Auditor</u> By Director Recruitment/ Transfer from the category of Typists / Junior Stenographers / Record Assistants / Office Subordinates						
Qualifications:						
<u>Senior Auditor:</u> By Direct Recruitment/Promotion – Degree						
<u>Junior Auditor:</u> By Direct Recruitment- Intermediate (Andhra Pradesh State Audit Subordinate Service Rules issued G.O. Ms. No.213, Finance (Admn 18.07.2006)						

Recommendations:

The mode of recruitment and the level of job of the categories of Senior Auditor and Junior Auditor do not differ much from those of Senior Assistant and Junior Assistant under the Andhra Pradesh Ministerial Service Rules. These posts also have historical parities since the 1993 RPS. Moreover they have parity with the following posts:

Treasuries & Accounts	-	Senior Accountant, Junior Accountant
Works & Accounts	-	Senior Accountant, Junior Accountant
PAO	-	Auditor, Assistant Auditor
Life Insurance	-	Senior Accountant, Junior Accountant

However as far as the academic qualification and computer skill are concerned, it is seen that the Junior Auditor post in the State Audit Department lags behind its counter part in 'Common Categories'. The Department is therefore advised to amend the relevant Service Rules immediately incorporating, inter alia, Graduation Degree and Proficiency in Office Automation with usage of computer and associated software as qualifications for these posts existing in the subordinate offices, in line with the APMS Rules (as amended) so as to improve operational efficiency. Subject to the above observation, the Commission feels it would be apt to maintain the existing parity with Senior and Junior Assistants respectively of the 'Common Categories'.

12. (d). WORKS ACCOUNTS DEPARTMENT

The State Government took over the cadre of Divisional Accountants from the Accountant General with effect from 01.01.1980 vide G.O.Ms.No.304, F&P (FW.WA.I) Department, dated 20.11.1979 designating the Deputy Secretary/Joint Secretary/Additional Secretary to Government in Finance Department, looking after Works, as Ex-officio Director, to form a viable and comprehensive works accounts organization. A full pledged Directorate of Works Accounts was created vide G.O.Ms No.303, Finance (SMPC) Department dated 24.04.2003. The Department monitors the work expenditure of all the Government Departments and Corporations executing public works. The Department is headed by the Director, assisted by two Joint Directors at Headquarters and three Joint Directors at field level at Dowalaiswaram, Ongole, and Kadapa. Nineteen Pay & Accounts Officers/Assistant Pay and Accounts Officers in the Districts function under the control of Joint Directors of Works Accounts. The Divisional Accounts Officers Grade I and Grade II work in the Engineering Departments but are administered by the Director of Works Accounts.

The Andhra Pradesh Works Accounts Service Rules issued vide G.O. Ms. No.86, Finance and Planning (FW WA I) Department dated 22nd May 1998 and Andhra Pradesh Works Accounts Subordinate Service Rules issued vide G.O. Ms. No. 92, Finance (Admn-II) Department dated 20.06.2018 govern the services of various cadres of the Directorate. The representations received by the Commission are discussed below:

1. Director	₹. 66330-108330 (Grade 29)
2. Joint Director	₹. 52590-103290 (Grade 26)
3. Pay and Accounts Officer	₹. 46060-98440 (Grade 24)
4. Assistant Pay and Accounts Officer	₹. 40270-93780 (Grade 22)
5. Divisional Accounts Officer Grade I	₹. 35120-87130 (Grade 20)
6. Divisional Accounts Officer Grade II	₹. 29760-80930 (Grade 18)

Request: It is requested to equate the post of Director, Works & Accounts with the corresponding position in the Directorate of Treasuries and Accounts. In respect of Divisional Accounts Officers Grade-I it has been argued that they are responsible for

- (i) pre-auditing all financial matters in the office of the Executive Engineer and virtually act as the financial advisor to the Executive Engineer
- (ii) inspecting the accounts of the sub-divisional offices and submitting reports

It is also represented that the public works accounts system is technical in nature and quite distinct from all other accounting systems and as such the post of DAO Grade-I cannot be compared with the post of Assistant Treasury Officer but deserves a higher pay grade on par with the Assistant Executive Engineer. The Divisional Accounts Officers Grade-II contend that despite being a state cadre post it has been assigned a pay scale lower than

that of even the Assistant Engineers They have demanded a pay scale which is at least equal to that of the Assistant Treasury Officer or the Non-technical Personal Assistants of I & CAD Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Director of Works and Accounts

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.Rs.52590-103290 (26)	

Compared Post: Director of Treasuries and Accounts

6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Additional Director ₹.66330-108330 (29)	
-------------------	---------------------	---------------------	---------------------	----------------------	---	--

Mode of Appointment : By promotion from the category of Joint Director

Joint Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Pay and Accounts Officer ₹. 46060-98440 (24)	Director ₹.66330-108330 (29)

Compared Post: Additional Director of Treasuries and Accounts

		18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.52590-103290 (26)	Director ₹.80930-110850 (31)
--	--	---------------------	---------------------	----------------------	--	------------------------------------

Mode of Appointment: By promotion from the category of Pay and Accounts Officer

Pay and Accounts Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Pay and Accounts Officer ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Compared Post: Joint Director of Treasuries and Accounts						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director ₹. 46060-98440 (24)	Additional Director ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Assistant Pay and Accounts Officer						
Assistant Pay and Accounts Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Divisional Accounts Officer Grade I ₹.35120-87130 (20)	Pay and Accounts Officer ₹.46060-98440 (24)
Compared Post: Deputy Director of Treasuries and Accounts						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹. 40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Mode of Appointment: By promotion from the category of Divisional Accounts Officer Grade I By transfer from the category of Section Officer/Private Secretary to Secretary to Government of Finance Department						

Divisional Accounts Officer Grade I						
Duties in brief: Assists the Executive Engineer in Financial matters.						
Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						₹.
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Divisional Accounts Officer Grade II ₹.29670-80930 (18)	Assistant Pay and Accounts Officer ₹.40270-93780 (22)
Compared Post: District Treasury Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Treasury Officer ₹.35120-87130 (19)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Divisional Accounts Officer Grade II						
Divisional Accounts Officer Grade II						
Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-37100 (18)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	Divisional Accounts Officer Grade I ₹.35120-87130 (20)
Compared Post: Assistant Treasury Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Treasury Officer ₹.28940-78910 (17)	Assistant Director ₹.40270-93780 (22)
Mode of Appointment- By Direct Recruitment and by transfers of Superintendents Working in the Circles and Divisions of Roads and Buildings, Irrigation, including Major Projects, Public Health and Municipal Engineering and Panchayat Raj Engineering Departments; Superintendents working in the Accounts Organization under the administrative control of Director of Works Accounts and if no suitable Superintendents are available, by transfer of senior Assistants in the Circles and Divisions of the						

Engineering Departments referred to above and the Senior Assistants working in the Accounts Organization under the administrative Control of Director of Works Accounts. In case, qualified and suitable Superintendents in any of these two groups are not available, the Senior Assistants in the respective groups, who are qualified, may be considered.

Qualification: For Direct Recruitment – Bachelor’s Degree or equivalent

Recommendations:

Unlike the Treasuries & Accounts Department in the hierarchy of State Service cadres of Works & Accounts Department the posts of Additional Director is non-existent between the posts of Joint Director and Director. Therefore the post of Director, Works & Accounts has been equated with the post of Additional Director in the Treasuries and Accounts Department. In fact historically speaking the category of Director Works & Accounts was never assigned the same pay grade as the Director of Treasuries & Accounts. This is considered appropriate considering the size and span of control of the two categories of posts.

It is further observed that the post of Divisional Accounts Officer Grade-II, at the bottom of the pyramid of Works & Accounts Department State Service, does not have an equivalent cadre in the State Service of Treasuries & Accounts Department. But for these two posts of Additional Director and Divisional Accounts Officer Grade-II, the other posts bear one-to-one correspondence as shown below:

Treasuries and Accounts (Pay grades in brackets)	Works and Accounts (Pay grades in brackets)
Director (31)	
Addl. Director (29)	Director (29)
Joint Director (26)	Joint Director (26)
Deputy Director/ CAO (24)	PAO/ CAO (24)
DTO/Asst Dir/ AO/ PPO (22)	APAO (22)
ATO/ AAO/APPO (20)	Divl. A.O. (Gr-I) (20)
	Divl. A.O. (Gr-II) (18)

In the representation a comparison is sought to be drawn with the next higher cadres in the Treasuries & Accounts Department which is untenable. Similar is the comparison drawn with the Engineering Department personnel whose nature of duties and qualifications are entirely different. Again, the Non-technical Personal Assistants in I & CAD Department are part of a different hierarchy i.e the administrative wing and are not comparable. It is however

observed that the category of Superintendent in APMS (now assigned Grade-18) is a feeder category to the post of Divisional accounts Officer Grade-II and the latter has always carried a higher pay grade compared to that of the former.

Considering the above, the following pay scales are assigned:

Director	₹. 101970-174790 (Grade 29)
Joint Director	₹. 80910-166680 (Grade 26)
Pay and Accounts Officer	₹. 70850-158880 (Grade 24)
Assistant Pay and Accounts Officer	₹. 61960-151370 (Grade 22)
Divisional A.O. Grade-I	₹. 54060-140540 (Grade 20)
Divisional A.O. Grade-II	₹. 48440-137220 (Grade 19) (improved by one pay grade for Divisional A.O. Gr-II)

- | | |
|---|---------------------------|
| 7. Superintendent | ₹. 28940-78910 (Grade 17) |
| 8. Senior Accountant
(Former Senior Assistant) | ₹. 22460-66330 (Grade 12) |
| 9. Junior Accountant
(Former Junior Assistant) | ₹. 16400-49870 (Grade 07) |

Request: It is stated that the proposal for re-designating the post of Superintendent as Junior Accounts Officer or Junior Pay and Accounts Officer and conferring on them Gazetted status is under consideration of the Finance Department. The designation of Senior Assistant and Junior Assistant was changed as Senior Accountant and Junior Accountant respectively. The Service rules governing these categories have been issued vide G.O. Ms. No. 92 Finance (Admn II) Department dated 20.06.2018 duly prescribing qualifications in consonance with the amendments to the Andhra Pradesh Ministerial Service Rules vide G.O. Ms. No. 133 G.A. (Ser B) Department dated 12.05.2014 and G.O. Ms. No. 134 G.A. (Ser B) Department dated 12.05.2014. Thus the nature of duties of Superintendent, Senior Assistant and Junior Assistant are comparable to the Section Officer, Assistant Section Officer and Typist cum Assistant respectively and it is requested to assign pay scales on par with the above categories.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Superintendent						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Accountant ₹.22460-66330 (12)	Divisional Accounts Officer Grade II ₹.29760-80930 (18)

Compared Post: Section Officer of Finance Department						
3110-6380 (18)	5980-12100 (18)	9285-12100 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Govt. ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Senior Accountant						
Senior Accountant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-13945 (11)	10900-31550 (11)	22460-66330 (12)	Junior Accountant/ Typist ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Compared Post: Assistant Section Officer of Finance Department						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Typist cum Assistant ₹.18400-55410 (9)	Section Officer ₹.37100-91450 (21)
Mode of Appointment : By Direct Recruitment or by way of redeployment on fair share principle from the regional offices as per six point formula/ promotion from the category of Junior Accountant/ Typist or by conversion of Senior Stenographer						
Qualification: By Direct Recruitment - A Bachelor's Degree and pass in the test of "Proficiency in Office Automation with usage of computer and associated software" conducted by the APPSC/DSC as per procedure prescribed in G.O.Ms No.133, GA (Ser.B) Department, dated 12-05-2014 and subsequent amendments from time to time. By way of redeployment - A Bachelor's Degree						

Junior Accountant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05) Last Grade Service ₹.13000-40270 (01)	Senior Accountant ₹.22460-66330 (12)
Compared Post: Typist cum Assistant of Finance Department						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	9460-27700 (09)	18400-55410 (09)	DRT Assistant ₹. 16400-49870 (07)	Assistant Section Officer ₹.26600-77030 (16)
Mode of Appointment						
By Direct Recruitment in Directorate. By Direct Recruitment or by conversion of Typist or by transfer from Record Assistant of AP General Subordinate Service or members of A.P. Last Grade Service in Regional Offices						
Qualification: For Direct Recruitment : (i) Bachelor's Degree and (ii) Pass in Proficiency Test in Office Automation with usage of computers and associate software conducted by APPSC/DSC as per the procedure prescribed in G.O. Ms. No. 133 GA (Ser B) Department dated 02.05.2014 and subsequent amendments from time to time.						

Recommendations:

Comparison with Section Officer, Assistant Section Officer and Typist cum Assistant of Secretariat is not apt as the functions are entirely different. The qualifications and duties and responsibilities are similar to those of the Superintendent, Senior Assistant and Junior Assistant of the 'Common Categories'. Hence they are equated with the above categories and the same pay scales are assigned to them.

12. (e). GOVERNMENT LIFE INSURANCE DEPARTMENT

After formation of the State of Andhra Pradesh, the Hyderabad State Life Insurance Fund was converted into Andhra Pradesh Government Life Insurance Fund making insurance compulsory for all Government employees. The Life Insurance Department was classified as a separate Head of Department in the year 1962. It was converted into a Directorate in the year 1974. The Department is governed by the Andhra Pradesh Life Insurance Fund Rules. The operations of the Department cover all the Government employees including provincialised Local Body employees of Urban and Panchayat Raj institutions. The Department is headed by a Director, assisted by a Joint Director, two Assistant Directors and supporting staff at the Directorate. The Offices located in the Zonal Head Quarters of Vijayawada, Guntur and Visakhapatnam are headed by Joint Directors. The District Insurance Offices, where the policy holders are more than 35,000, are headed by Deputy Directors and all the other District offices are headed by Assistant Director rank officers.

1. **Director** ₹. 66330-108330 (Grade 29)
2. **Assistant Director** ₹. 37100-91450 (Grade 21)

Request: It is stated that the establishment expenditure including salaries of the department are being met from the Insurance Fund. The operations of the department are semi commercial on one side and welfare of the employees on the other side. Besides it is a fund source for the State Government. The duties involve issue of policies and sanction of loans based on the pay and allowances of the employee concerned, repaying the amount on maturity/date of retirement of the employee duly calculating the maturity amount by adding the bonus. With the pay revision every five years the premium changes and issue of new policy generates additional work forcing the employees to attend office on holidays and out of office hours. For these duties they are not getting any special pay. They have stated that the Director and Assistant Director are not enjoying pay scales on par with their counter parts in sister Departments like Treasuries and Accounts and State Audit Departments which are under the control of the same Finance Department. Hence they have requested for

- (i) Parity in pay scales of Director, Govt. Life Insurance Department with the Directors in the Departments of Treasuries and Accounts and State Audit considering his enormous responsibilities in managing nearly 4 lakh accounts of employees under the APGLI Scheme and 6 lakh accounts under the APSEGI Scheme
- (ii) To restore parity in pay scales of Assistant Director, Govt. Life Insurance Department with that of the Assistant Directors in the Departments of Treasuries and Accounts and Assistant Pay and Accounts Officer in PAO since their feeder and promotion categories are identical and as they were enjoying the same pay grades up to and inclusive of the 2005 revision

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Director						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.52590-103290 (26)	
Compared post: Director of Treasuries and Accounts						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Additional Director ₹.66330-108330 (29)	
Compared post: Director of State Audit						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	34050-54360 (29)	73270-108330 (30)	Additional Director ₹.61450-105810 (28)	
Mode of Appointment: By promotion from the category of Joint Director						
Assistant Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent 28940-78910 (17)	Deputy Director 46060-98440 (24)
Compared Post: Assistant Director of Treasuries and Accounts/Accounts Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Treasury Officer/ Assistant Accounts Officer 35120-87130 (20)	Deputy Director/ Chief Accounts Officer 46060-98440 (24)

Mode of Appointment: By Direct Recruitment and by transfer from the category of Superintendent

Qualification: By Direct Recruitment - A Degree in Economics/ Commerce/ Mathematics

(Andhra Pradesh Govt. Life Insurance Services Special Rules issued vide G.O. Ms. No. 267, Finance & Planning (FW. Admn-II) Department, dated : 06.07.1993 amended vide G.O. Ms. No.4 Finance & Planning (FW. Admn-II) Department, dated : 06.01.1999)

Recommendations:

The hierarchy of State Service posts in the five sister Departments under the umbrella of the Finance Department are as follows:

Treasuries and Accounts	State Audit	Works and Accounts	PAO	Life Insurance
Director (31)	Director (30)			
Addl. Director (29)	Addl. Director (28)	Director (29)	PAO (29)	Director (29)
Deputy Director / CAO (24)	Deputy Director (24)	PAO/ CAO (24)	Deputy PAO (24)	Deputy Director (24)
DTO/Asst. Dir./ AO/ PPO (22)	Dist. Audit Officer (22)	APAO (22)	Asst PAO (22)	Asst. Dir. (21)
ATO/ AAO/APPO (20)	Asst. Audit Officer (20)	Divl. A.O. (Gr-I) (20)		
		Divl. A.O. (Gr-II) (18)		

It is observed that, unlike the Treasuries and Accounts Department, the category of Additional Director is not available for the Works & A/Cs, Pay and Accounts Office and Life Insurance Departments. The Joint Director/ Joint PAO posts are the feeder categories for the post of Director in these Departments and in all the three Departments the Directors have been assigned the same pay grade (29) on par with the Additional Director of Treasuries & Accounts Department. In fact the staff size and jurisdictional spread of these three Departments are lesser compared to the Treasuries & Accounts and State Audit Departments. It is also seen that the Director of Treasuries & Accounts has all along been positioned at a higher pay scale when compared to the Director of Life Insurance Department. **The present pay grade assigned to the post of Director, Government Life Insurance Department is therefore considered appropriate.**

In respect of the Assistant Director, Life Insurance and corresponding categories in the sister departments, the progression of pay grades has been different, as follows:

Post, Department	1993	1999	2005	2010	2015	Remark
A.D., Treasuries	20	20	20	21	22	1 st level promotion post in State Service, Section Officer of Secretariat (Grade 21) also as feeder category
Dist. Audit Officer	20	20	20	21	22	1 st level promotion post in State Service,
APAO, W & A	20	20	20	21	22	2 nd level promotion post in State Service, Section Officer of Secretariat (Grade 21) also as feeder category
Asst, PAO	20	20	20	21	22	Initial level in State Service, Section Officer of Secretariat (Grade 21) also as feeder category
A.D., Life Insurance	20	20	20	20	21	Initial level in State Service. No lateral appointment from Section Officers

It is seen from above that the pay grades of all these posts were equal up to the 8th PRC. It is in the 9th PRCs that the category of Assistant Director of Life Insurance was assigned one pay grade less than the other four compared categories. The same gap was continued in the 10th PRC. On a comparative analysis it is observed that the corresponding positions of Assistant Director, Treasuries/ District Audit Officer/ Assistant PAO, W&A are the 1st/ 2nd level promotion posts from the categories of Assistant Treasury Officer/ Assistant Audit Officer/ Divisional Accounts Officer (Grade-II) in State Service but the same is not true in respect of the Life Insurance Department, where it is the initial entry level post. Moreover there is no provision for lateral entry of Section Officers (Grade-21) to the post of Assistant Director, as available in the other sister Departments. **Hence, considering all these aspects and the functional scope of the Department etc. the Commission is of the view that the present assigned pay grade to the post of Assistant Director, Life Insurance Department is adequate.**

Accordingly the following corresponding pay scales are assigned:

Director ₹. 101970-174790 (Grade 29)
Assistant Director ₹. 57100-147760 (Grade 21)

3. **Senior Accountant** ₹. 22460-66330 (Grade 12)
4. **Junior Accountant** ₹. 16400-49870 (Grade 07)

Request: It is represented that despite the fact that the duties and responsibilities of the Accountants require a lot of application, intelligence and technical expertise, they have been assigned pay scales on par with the Senior and Junior Assistants respectively. They have requested for higher pay scales.

Senior Accountant

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Accountant ₹. 16400-49870 (07) Bradma Operator 17890-53950 (08)	Superintendent ₹. 28940-78910 (17)

Junior Accountant

1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	8440-24950 (7)	16400-49870 (7)	Record Assistant ₹. 15030-46060 (05) Office Subordinate ₹. 13000-40270 (01)	Senior Accountant ₹. 22460-66330 (12)
------------------	------------------	-------------------	-------------------	--------------------	--	---

Mode of Appointment:

Senior Accountant: By Director recruitment/ Promotion from the category of Junior Accountant and, if no suitable or qualified member is available for appointment, by transfer from the category of Senior Accountant of Treasuries & Accounts or Senior Auditors of Local Fund Audit or by transfer from the category of Typists and Steno-typists or by transfer from the category of Bradma Operators.

Junior Accountant: By Direct Recruitment/ transfer from the category of Typists / Lower Division Stenos and Bradma Operators of Insurance/by transfer from the category of Record Assistants / Shroffs / Cashiers and Attenders

Qualifications:**Senior Accountant**

Directorate: Direct Recruitment/Promotion - A Bachelor Degree and pass in Insurance Departmental Examination

Regional Offices: Direct Recruitment - A Bachelor Degree; By promotion- Minimum General Educational Qualifications

Junior Accountant

Directorate: By Direct Recruitment/Transfer - A Bachelor Degree

Regional Offices: By Direct Recruitment/Transfer- Minimum General Educational Qualification

(Andhra Pradesh Govt. Life Insurance (Subordinate) Services Special Rules issued vide G.O. Ms. No. 289 Finance (Admn II) Department dated 18.10.1983)

Recommendations:

The mode of recruitment and the level of job of the categories of Senior Accountant and Junior Accountant do not differ much from those of Senior Assistant and Junior Assistant under the Andhra Pradesh Ministerial Service Rules. However as far as the academic qualification and computer skill are concerned, it is seen that in respect of the Regional Offices, the above posts in the Life Insurance Department lag behind their counter parts in 'Common Categories' (in other Government Departments) working in the offices other than the Directorate. The Department is therefore advised to amend the relevant Service Rules immediately incorporating, inter alia, Graduation Degree and Proficiency in Office Automation with usage of computer and associated software as the minimum qualifications in respect of Regional Offices in line with the APMS Rules (as amended) so as to improve their operational efficiency. The Commission does not agree with the plea for higher pay grades than the equivalent 'Common Categories' and feels it would be apt to maintain the existing parity with Senior and Junior Assistants respectively. Accordingly, the Senior Accountant and Junior Accountant categories are assigned the same pay scales as those assigned to the Senior Assistant and Junior Assistant respectively of 'Common Categories'.

The Commission correspondingly assigns the same pay scale as that of the Superintendent of 'Common Categories' to the next promotion post of Superintendent in Government Life Insurance Department.

Superintendent	₹. 45830-130580 (Grade-18)
Senior Accountant	₹. 37640-115500 (Grade-14)
Junior Accountant	₹. 28280-89720 (Grade-9)

13. GERNERAL ADMINISTRATION DEPARTMENT

13.(a) ANTI CORRUPTION BUREAU

The Anti- Corruption Bureau is a specialized agency arresting corrupt practices in various Departments of the Government under the Prevention of Corruption Act, 1988. This Bureau was established in 1961 and it functions directly under the administrative control of the General Administration Department of Andhra Pradesh Government. The Director General, who is a senior I.P.S. Officer of the rank of DGP/Addl. DGP, heads the Bureau. A Director, who is also a senior IPS Officer of the rank of IGP, assists him. They are assisted by an Additional Director (IPS Officers of the rank of DIG) and Joint Directors (IPS Officers of the rank of SP). The Bureau is divided into ranges and each range is headed by a Deputy Superintendent of Police, who is assisted by 3 to 5 Inspectors. Each range has jurisdiction over one to three Districts. The Bureau takes the support of Technical Officers like Engineers, Chartered Accountants etc. It is also having Legal Officers to tender advice on legal matters and to conduct prosecution in Criminal Courts and the Tribunal for Disciplinary Proceedings.

1. Assistant Director (Admn.) ₹. 35120-87130 (Grade 20)

Request: It is stated that the post of Assistant Director (Admn) was on par with the Administrative Officer of the Police Department till the 2005 Pay Revision. In the 2010 Pay Revision, the pay scale of the Administrative Officer was fixed at ₹.18030- 43630 (Grade 20), improving by one stage, whereas the Assistant Director (Admn) was assigned the corresponding scale. In the 2015 Pay Revision, the pay scales of both the Assistant Director (Admn) and Administrative Officer of Police Department were improved by one stage. The difference still persists. Hence it is requested to assign the pay scale corresponding to ₹.37100-91450 on par with the Administrative Officer of Police Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹. 28940-78910 (17)	
Compared Post: Administrative Officer of Police Department						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹. 28940-78910 (17) Junior Administrative Officer ₹. 31460-84970 (19)	Chief Administrative Officer ₹.42490-96110 (23)

Mode of Appointment: By transfer of Superintendent of the A.P. Ministerial Service of Anti-Corruption Bureau.

Qualification: i) must have completed five years of service as Superintendent. ii) must have passed the departmental test for Assistants in Police Department. iii) must have passed Accounts Test for Subordinate Officer Part. I

Recommendations:

It is seen that the former post of Personal Assistant to D.G., ACB was re-designated as Assistant Director (Admn.). Similarly, the Personal Assistants to the D.G.P. and Superintendents of Police were re-designated as Administrative Officer and this post enjoys pay grade parity (Grade-21) with the categories of Personal Secretary to the Chief Secretary/ Secretaries to Government. Both Assistant Director (Admin), ACB and Administrative Officer of Police Department have Superintendent as the feeder category. The Assistant Director (Administration) has to look after the administration and establishment work of the State Bureau. Considering the above, the Commission restores the earlier parity existing prior to the 2010 RPS with the Administrative Officers of Police Department and assigns the pay scale of ₹.57100-147760 (Grade-21) to the Assistant Director (Admn), thus improving by one grade.

2. Manager (Special Branch) ₹. 31460-84970 (Grade 19)

Request: It is represented that the duties and responsibilities of both the Assistant Director (Admn) and Manger (SB) are similar. The pay scales of feeder categories of both the posts viz. Superintendent and SB Assistant respectively are the same. Both are first level Gazetted posts. Both these posts were carrying the same scales of pay till the 2010 PRC and in the 2015 Pay Revision the Assistant Director (Admn) was assigned a pay scale which was higher by one grade. It is requested to assign the pay scale on par with that of the Assistant Director (Admn).

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	S.B. Assistant ₹. 28940-78910 (17)	
Compared Post: Assistant Director (Admn)						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹. 28940-78910 (17)	

Mode of Appointment: By appointment by transfer of Special Branch Assistants in the Anti - Corruption Bureau. ii) If no suitable or qualified person in the category of S.B. Assistant is

available, by transfer on tenure of Managers in the Intelligence Branch of Andhra Pradesh State Police Department.

Qualification: 1) must have passed the following tests. i) Accounts test for Subordinate Officers, Part.I&II. ii) Departmental test for Assistants of Police Department. 2) must have put in four years of service as S.B. Assistant.

Recommendations:

The category of Manager, Special Branch (ACB) has been on par with the Assistant Director (Admin) up to the 2010 RPS and both have Superintendent as their feeder category. The parity was disturbed in the 2015 RPS. Hence, restoring the earlier parity this post is assigned a pay scale of ₹.57100-147760 (Grade-21), thus improving by two stages.

13. (b). INFORMATION AND PUBLIC RELATIONS DEPARTMENT

This Department acts as an important channel of communication between the Government and the people. It creates awareness among all sections of people about the policies, plans and programmes of the elected Government intended for the welfare of the citizens and the development of the State. The Department achieves its objectives through effective dissemination of information and fostering of relations with the public and the media.

The key functions of the department are:

- Publicizing the activities and services of the government through mass media, maintaining liaison with the Press, AIR, Doordarshan, Films Division, Directorate of Audio Visual Publicity, Press Information Bureau, news agencies, private T.V. channels, conducting media tours, issuing advertisements, organizing exhibitions and hosting folk programmes.
- Conducting photo exhibitions, showing documentary films besides bringing out publications, maintaining Media Information Monitoring & Analysis System, imparting training, maintaining community radio and television sets, installing public address systems, audio visual equipments etc.
- Giving publicity for eradication of social evils like untouchability, dowry system, child marriages, jogini system, bonded labour, child labour etc.

The department is headed by the Commissioner, who is assisted by Additional Director, Joint Director, Regional Information Engineers, Deputy Directors, Assistant Directors, Editors, Script Writers, Information Officer, Public Relations Officers (former District Public Relation Officer), Deputy Executive Information Engineer, Accounts Officer, Junior Accounts Officers and subordinate staff at the Commissionerate level.

The Department's four Regional Offices located at Visakhapatnam, Vijayawada, Ongole and Kadapa are functioning under the control of respective Regional Joint Directors with assisting staff. The Regional Joint Directors control and supervise the functions of 13 District Offices, 6 State Information Centers located at Visakhapatnam, Vijayawada, Rajahmundry, Tirupati, Tirumala and Kurnool and 4 Special Publicity Cells.

The Engineering wing of the Department is headed by the Chief Information Engineer. The field units of this wing consist of two Regional Offices, each headed by a Regional Information Engineer, located at Visakhapatnam and Ongole to control and supervise the functions of (14) Deputy Executive Information Engineers in their respective jurisdictions. In turn the Deputy Executive Information Engineers are assisted by the Assistant Executive Information Engineer and Assistant Information Engineer.

The representations received from the departmental employees are discussed below:

Information Wing:

1. **Additional Director** ₹. 61450-105810 (Grade 28)
2. **Joint Director** ₹. 52590-103290 (Grade 26)
3. **Deputy Director** ₹. 46060-98440 (Grade 24)
4. **Assistant Director** ₹. 37100-91450 (Grade 21)

Request: It is represented that the officers of the Public Relations Wing viz., from Assistant Director to Additional Director possess professional qualifications of Graduation/Post Graduation in Journalism/ Mass Communication/ Public Relations/writing for Media/ Social Work etc., which are treated as technical qualifications as they are professional courses. But they are drawing lesser pay scales than their counter parts in the Engineering Departments whose qualifications are ITI/Diploma. It is therefore requested to assign the pay scales equivalent to the present scales of ₹.66330-108330 (Grade-29) to the Additional Director, ₹.56870-105810 (Grade-27) to the Joint Director, ₹.52590-103290 (Grade-26) to the Deputy Director and ₹.49870-100770 (Grade-25) to the Assistant Director. In the representation it has also been requested that the time scales of officers of the category of Joint Director and Additional Director be revised on par with those of the officers in the Family Planning wing of Medical and Health Department.

Additional Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	61450-105810 (28)	Joint Director ₹.52590-103290 (26)	Director ₹.66330-108330 (29)
Compared Post: Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)

Mode of Appointment: By promotion from the category of Joint Director and Chief Information Engineer

Joint Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Compared Post: Chief Information Engineer						
5390-8980 (26)	10250-17050 (26)	15500-3000 (26)	29200-53060 (27)	56870-105810 (27)	Regional Information Engineer ₹.49870-100770 (25)	Additional Director ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of Deputy Director						
Deputy Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹.52590-103290 (26)
Compared Post: Regional Information Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Information Engineer ₹.42490-96110 (23)	Chief Information Engineer ₹.56870-105810 (27)
Mode of Appointment: By promotion from the category of Assistant Director						
Assistant Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	District Public Relations Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)

Compared Post: Deputy Executive Information Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Information Engineer ₹.37100-91450 (21) Assistant Information Engineer ₹.31460-84970 (19)	Regional Information Engineer ₹. 49870-100770 (25)
Mode of Appointment: By promotion from the category of District Public Relations Officer						

5. **Public Relations Officer (former Dist. PRO)** ₹. 35120-87130 (Grade 20)
6. **Additional Public Relations Officer (former Divl. PRO)** ₹. 29760-80930 (Grade 18)
7. **Assistant Public Relations Officer** ₹. 25140-73270 (Grade 15)

Request: It is stated that the Senior Assistant post forms feeder category for the posts of Superintendent and Assistant Public Relations Officer as well. The next promotion post for the post of Assistant Public Relation Officer is the Additional Public Relation Officer. Now, both Superintendent and Additional Public Relation Officer form feeder category for promotion to the post of Public Relation Officer. The pay scale of the Superintendent is higher than that of the Assistant Public Relation Officer and as a result the Senior Assistant, who gets promoted as Assistant Public Relations Officer, is getting a lesser pay scale than the one promoted as Superintendent. Hence it is requested that the pay scale of the Assistant Public Relations Officer be enhanced to that of Superintendent, the Additional Public Relations Officer may be assigned the higher pay scale of ₹. 35120- 87130 (Grade 20) and the Public Relations Officer be assigned the pay scale of ₹.Rs.42490-96110 (Grade 23).

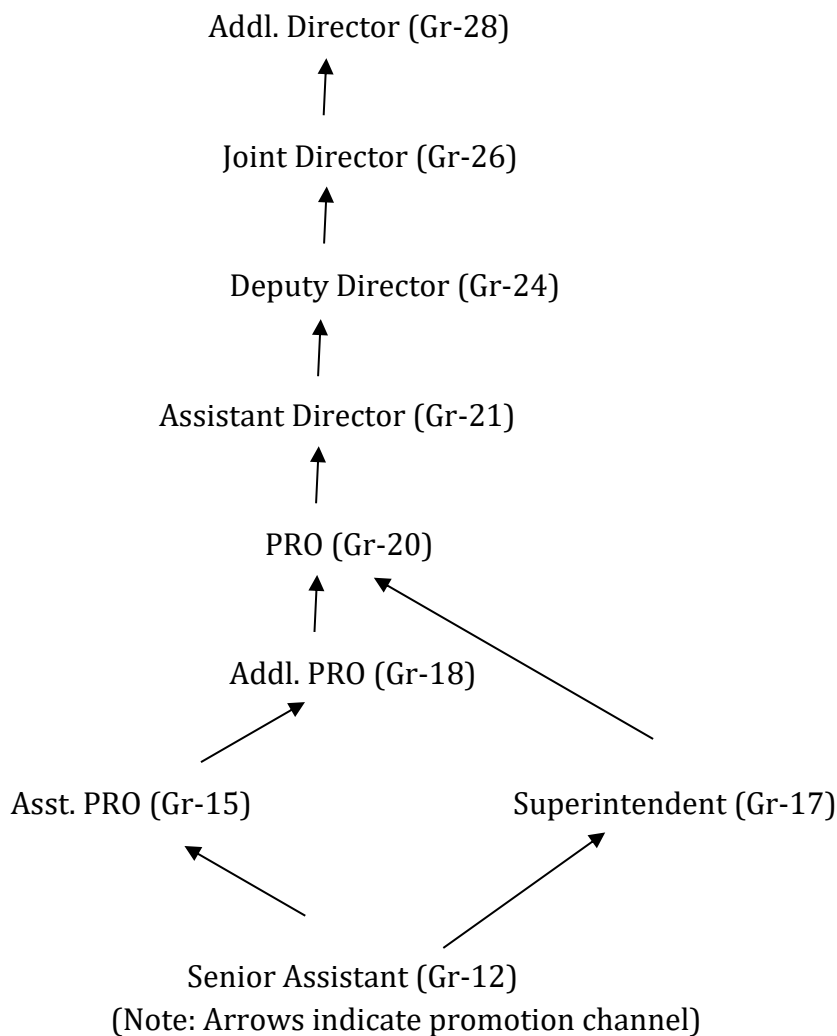
In another representation it is resented that the Public Relations Officer and the Additional Public Relations Officer are getting lower pay scale than their counterparts in the Engineering wing namely, the Assistant Executive Information Engineer and Assistant Information Engineer respectively. They have requested for pay grades of 23 and 21 respectively for these two categories of posts and pay grade 19 for the Assistant Public Relations Officer.

Public Relations Officer (former DPRO)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Divisional Public Relations Officer ₹.29760-80930 (18) Superintendent/ Special Category Stenographer Translator Grade I ₹.28940-78910 (17) Librarian Grade I 31460-84970 (19)	Assistant Director ₹.37100-91450 (21)
Mode of Appointment: By Direct Recruitment/ appointment by transfer of Superintendents, Special Category Stenographer, Translator Grade I, Divisional Public Relation Officer and Librarian Grade I						
Qualifications: By Direct Recruitment/By transfer – A Degree in Arts/Science/Commerce or any other equivalent qualification with a Post Graduate Diploma in Journalism/Public Relations or Master Degree in Journalism						
Additional Public Relations Officer (formerly Divisional PRO)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5300-11300 (16)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Public Relations Officer ₹. 25140-73270 (15) Sales Assistant ₹. 21230-63010 (11) Librarian Grade II ₹. 28940-78910 (17)	District Public Relations Officer ₹. 35120-87130

					Audio Visual Supervisor ₹. 23100-67990 (13)	
Mode of Appointment: By promotion from the category of Assistant Public Relations Officer, Sales Assistant, Librarian Grade II and Audio Visual Supervisor						
Assistant Public Relations Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	11860-34050 (13)	25140-73270 (15)	Senior Assistant/ Senior Stenographer ₹.22460-66330 (12) Assistant Translator ₹.24440-71510 (14) Reader ₹.21230-63010 (11) Receptionist ₹.24440-71510 (14)	Divisional Public Relations Officer ₹.29760-80930 (18)
Mode of Appointment: By Direct Recruitment or by transfer of Senior Assistant/Senior Steno or by promotion from the category of Assistant Translator (Telugu/Urdu/Hindi)/Reader (Telugu/Urdu) and Receptionists.						
Qualification: By Direct Recruitment – A Bachelor Degree with a Degree/Diploma in Journalism/ Public Relations or an equivalent.						

Recommendations:

The hierarchy of various posts under discussion in the Public Relations wing of the Department, as per the relevant Service Rules, are as follows:



It is seen that the pay grade (21) for the post of Assistant Director, I&PR is at par with the pay grade in respect of the posts of non-technical Assistant Directors in many other Departments viz. Social / Tribal / BC / WD&CW Welfare Departments, School / Intermediate / Collegiate/Adult Education Departments, Marketing Department etc. Same is the position in respect of the post of Deputy Director (Grade-24) and Joint Director (Grade-26). The Additional Directors in the above compared Departments are either at pay grade 28 or 29. The Commission is of the view that the parity requested with the posts of Additional/Joint Directors of Medical and Health Department is not apt since the duties, functions and professional qualifications are entirely different. Similarly, comparison with various categories of the Engineering Wing in the same Department is also not appropriate as the functions and responsibilities of both these wings and the nature of their qualifications and skills are entirely different.

It is further observed that in the Social/Tribal/BC Welfare Departments, in the Service Rules, the posts of Assistant Directors and the posts of DSWO/DTWO/DBCWO have been classified as a single category and therefore assigned the same pay grade whereas in the I&PR Department the post of Assistant Director is a promotional post to that of Public Relations Officer. Again, the post of Superintendent in the APMS Rules bears no comparison with a field level post like that of Assistant PRO.

Keeping in view all the above aspects and the qualifications, hierarchical set up and duties and responsibilities of various posts, the following scales are assigned:

Additional Director	₹. 101970-174790 (Grade 29) (improved by one grade)
Joint Director	₹. 80910-166680 (Grade 26)
Deputy Director	₹. 70850-158880 (Grade 24)
Assistant Director	₹. 57100-147760 (Grade 21)
Public Relations Officer	₹. 54060-140540 (Grade 20)
Additional Public Relations Officer	₹.45830-130580 (Grade 18)
Assistant Public Relations Officer	₹. 40970-124380 (Grade 16) (improved by one grade)

The pay grades assigned above to the Additional Public Relations Officer (Grade-18) and Assistant Public Relations Officer (Grade-16) shall also be applicable to the Publicity & Cultural Officer and Publicity Assistant respectively of the Social Welfare Department, which are equivalent positions from the point of view of their functional responsibilities and qualification.

Engineering Wing

8. Chief Information Engineer	₹. 56870-105810 (Grade 27)
9. Regional Information Engineer	₹. 49870-100770 (Grade 25)
10. Deputy Executive Information Engineer	₹. 42490-96110 (Grade 23)
11. Assistant Executive Information Engineer	₹. 37100-91450 (Grade 21)
12. Assistant Information Engineer	₹. 31460-84970 (Grade 19)

Chief Information Engineer

Request: it is stated that the Engineering wing of Information and Public Relations Department was originally borne and established in the Public Works Department as the State Broadcasting Department in the 1950s. Later is was separated from PWD in the 1960s and merged with the Information and Public Relations department. The activities of

the engineering wing have drastically changed and it adopts latest technologies in delivering various services. It handles one of the most important and highly sensitive aspect of ensuring the proper functioning of the public address system during the programmes of high dignitaries.

The Chief Information Engineer is the head of the engineering wing. He/ she proposes new technologies and methods of publicity in the department and implements them through the regional and district level offices. He assists the Commissioner in various matters of electronic media and also co-ordinates with the State level Officers/Heads of Departments of line departments. He arranges the live telecast of programmes of the Hon'ble Chief Minister and other VIPs, production of success stories on Government schemes and ensures their publicity through TV and Radio channels.

It is stated that the pay scale of the Chief Information Engineer was on par with that of the Additional Director in the Ninth Pay Revision but it was kept below that of the Additional Director in the Tenth Pay Revision. He was not given a pay scale on par with Chief Engineers of other Engineering Departments but was given a lesser pay than that of even the Superintending Engineers. It is therefore requested to assign a pay scale on par with the Chief Engineers.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-3000 (26)	29200-53060 (27)	56870-105810 (27)	Regional Info. Engineer ₹.49870-100770 (25)	Additional Director ₹.61450-105810 (28)
Compared post : Chief Engineer of Engineering Department						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer in Chief ₹.87130-110850 (32)

Mode of Appointment: By promotion from the category of Regional Information Engineer.

Regional Information Engineer

Request: It is represented that the jurisdiction of the Regional Information Engineer is a multi-zone and he supervises the activities of the Deputy Executive Information Engineers, inspects their offices and provides technical guidance to them. He liaises between the Head office and the District Offices. His functions include skill development programmes for the staff, electronic media news digest on the positive/ adverse news items, review of implementation of Cable TV Regulation Act, monitoring cinema theatres,

execution of Outdoor Broadcast van operations for live telecast programmes, website maintenance, social media postings, research and planning. It is requested for assignment of the pay scale of ₹66330-108330 on par with the Superintending Engineer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Information Engineer ₹.42490-96110 (23)	Chief Information Engineer ₹.56870-105810 (27)

Compared post: Superintendent Engineers of Engineering Departments

5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
-------------------	---------------------	---------------------	---------------------	----------------------	--	--

Mode of Appointment: By promotion from the category of Deputy Executive Information Engineer.

Deputy Executive Information Engineer

Request: It is represented that the Deputy Executive Information Engineer is the District Level Officer implementing the departmental activities of publicity and convergence with other departmental activities. He assists the District Collector in technical matters. The functions include arranging large public address systems for the VIP Programmes, conducting dial your officer programmes, sending positive/adverse news items published to Heads of Offices, implementing Cable TV regulation Act etc.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Information Engineer ₹.37100-91450 (21)	Regional Information Engineer ₹. 49870-100770 (25)
					Assistant Information Engineer ₹.31460-84970 (19)	

Compared post: Executive Engineers of Engineering Departments						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintendent Engineer ₹.66330-108330 (29)
Mode of Appointment: By direct recruitment / By appointment by transfer of Assistant Executive Information Engineer and Assistant Information Engineer in the Andhra Pradesh Information Subordinate Service.						
Qualification: A Degree in Electronics or Tele Communication Engineering or any other equivalent.						
Assistant Executive Information Engineer						
Request: The Assistant Executive Engineer assists the Deputy Executive Engineer at District level in all technical and administrative matters, prepares progress reports, analyses publicity campaigns and furnishes feedback reports to the superiors. It is requested to assign the pay scale of ₹. 42490-96110 on par with the Deputy Executive Engineers of Engineering Departments.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Information Engineer ₹.31460-84970 (19) Video Cameraman ₹.28940-78910 (17)	Deputy Executive Information Engineer ₹.42490-96110 (23)
Compared Post: Deputy Executive Engineer of Engineering Departments						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Asst. Executive Engineer ₹.37100-91450 (21) Assistant Engineer ₹31460-84970 (19)	Executive Engineer ₹. 49870-100770 (25)
Mode of Appointment: Recruitment by transfer from Asst. Information Engineer/ *by promotion from the category of Video Cameraman and if no qualified person is available, by direct recruitment.						
*inserted by G.O. Ms. No. 487, General Administration Department dated 26.08.2010						

Qualification:

By Direct Recruitment -

(a) A degree in Radio Engineering or Telecommunication or Electronics and Communications OR

(b) A degree in B.Sc. (Hons) or M.Sc. in Physics or Applied Physics with wireless as a special subject or any one of the subjects or a degree in M.Sc. with Electronics as a special subject OR

(c) Degree or Diploma in Tele-communication Engineering awarded by the Higher Technological Institutions in India which is recognized as equivalent to a University Degree.

Assistant Information Engineer

Request: It is represented that the Assistant Information Engineer directly carries out technical and publicity works at the base level. He records the implementation of various activities of the department viz., Public Address System, video coverage, online news clippings. It is requested to assign the pay scale of ₹.37100-91450 applicable to the Assistant Executive Engineers.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8815-2030 (18)	15280-40510 (18)	31460-84970 (19)	Draftsman ₹. 24440-71510 (14) Storekeeper Information Technician ₹.18400-55410 (09) Assistant Store Keeper ₹.17890-53950 (08) Mechanic ₹.17890-53950 (08) (Present incumbent) ₹.14600-44870 (04) (Future Entrant)	Assistant Executive Information Engineer ₹.37100-91450 (21)

Compared Post: Assistant Executive Engineer of Engineering Departments						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Initial Recruitment	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment or by promotion from Draftsman, Storekeeper, Mechanic, Information Technician and Assistant Store Keeper						
Qualification: By Direct Recruitment - A Diploma in Radio Engineering or Telecommunication Engineering awarded by AP State Board of Technical Education or any other equivalent qualification.						

Recommendations:

The existing pay scale parities among the Information Engineers and their counterparts in other Engineering Departments, which are there since the 1993 RPS, are as under:

Regional Information Engineer	Executive Engineer
Deputy Executive Information Engineer	Deputy Executive Engineer
Assistant Executive Information Engineer	Assistant Executive Engineer
Assistant Information Engineer	Assistant Engineer

In fact a comparison reveals that the qualifications prescribed for the posts of Assistant Information Engineer and Assistant Executive Information Engineer are the same as those for the Assistant Engineer and the Assistant Executive Engineer respectively. Notwithstanding this, in the representation a comparison has been sought to be drawn with Engineers (in other Departments) in higher categories, which is not appropriate. Hence the Commission is of the view that the existing parities should continue.

It is further observed that right since the 1993 RPS the post of Superintending Engineer (now at Grade-29) of Engineering Departments has been assigned a marginally higher pay grade compared to the Chief Information Engineer.

After considering the above position the Commission recommends status quo in respect of pay grades of all the cadres in the Engineering Wing except for that of the Chief Information Engineer as follows:

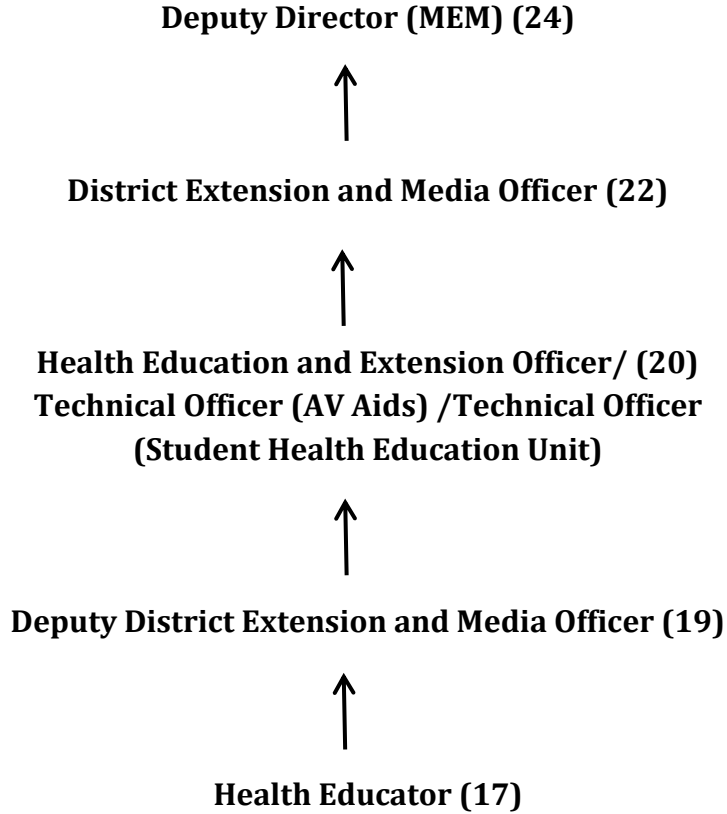
Chief Information Engineer	₹. 94500-170580 (Grade 28) (improved by one grade)
Regional Information Engineer	₹. 76730-162780 (Grade 25)
Deputy Executive Information Engineer	₹. 65360-154980 (Grade 23)
Assistant Executive Information Engineer	₹. 57100-147760 (Grade 21)
Assistant Information Engineer	₹. 48440-137220 (Grade 19)

14. Health, Medical and Family Welfare Department

14. (a). Family Welfare Department

(i) Health Education and Extension Wing:

Hierarchy of Health Education and Extension Staff (Pay Grades)



The requests received from various categories are discussed below:

- | | |
|---|---------------------------|
| 1. Deputy Director (MEM) | ₹. 46060-98440 (Grade 24) |
| 2. District Extension and Media Officer | ₹. 40270-93780 (Grade 22) |
| 3. Health Education and Extension Officer/
Technical Officer (AV Aids) /
Technical Officer
(Student Health Education Unit) | ₹. 35120-87130 (Grade 20) |
| 4. Deputy District Extension and Media Officer | ₹. 31460-84970 (Grade 19) |

Deputy Director (Mass Education and Media)

Request: It is represented that the Deputy Director (MEM) is stationed in the office of the Commissioner of Health and Family Welfare. His/ her job chart includes (a) planning, implementation and monitoring of dissemination of information on Health & Family Welfare Programmes, utilizing all Mass Media, traditional and folk media and extension

education for the promotion of family welfare and health programmes (b) establishing and strengthening linkages between mass education, extension education and health education and (c) to liaise with other developmental agencies in the State in order to incorporate H & FW education at all levels. It has been requested to assign Revised Pay Scale corresponding to the scale of ₹.49870-100770 (Grade 25) to the Deputy Director (MEM) on par with the Deputy Director of Agriculture and Animal Husbandry.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400 - 8700 (23)	8400 - 16525 (23)	12385 - 27750 (23)	21820- 48160 (23)	46060- 98440 (24)	District Extension and Media Officer ₹.40270-93780 (22)	
Compared Post: Deputy Director (Agriculture)						
4400 - 8700 (23)	8400 - 16525 (23)	13390- 28500 (24)	23650- 49360 (24)	49870- 100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56870-105810 (27)
Compared Post: Deputy Director (Animal Husbandry)						
4400 - 8700 (23)	8400 - 16525 (23)	13390- 28500 (24)	25600- 50560 (25)	49870- 100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56870-105810 (27)

Mode of Appointment: By promotion of District Extension and Media Officer

Qualification: (i) A Bachelor degree (ii) Seven years of service in the post of District Extension and Media Officer with experience in the field of Mass Communication/Field Publicity in a Government Organization.

District Extension and Media Officer including Health Education Officer (SFWB), Health Education Instructor, Communication Officer, Lecturer, Health Education and Family Welfare and Management Instructor

Request: It is represented that the District Extension and Media Officer is stationed in the offices of the District Medical and Health Officer. Allied categories of Communication Officer, Lecturer in Health Education/Family Welfare, Health Education Instructor and Management Instructor are stationed in the Regional Health and Family Welfare Training Centers at Visakhapatnam, Guntur and Kurnool and in Government Medical Colleges. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.42490-96110 (23) to all these equivalent categories.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Health Education and Extension Officer ₹.35120-87130 (20)	Deputy Director (MEM) ₹.46060-98440 (24)
Communication Officer / Health Education Instructor / Lecturer Health Education / Management Instructor						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	40270-93780 (22)		
Mode of Appointment: Promotion from the post of Health Education and Extension Officer/By Direct Recruitment.						
Qualification: By promotion - A Degree with Diploma in Health Education or DSSA in Social Science/Social Work or Education. By Direct Recruitment – Post Graduate Degree with Diploma in Health Education or DSSA.						
Health Education and Extension Officer						
Request: It is represented that the Health Education and Extension Officer assists the District Mass Education and Media Officer in planning, conducting, evaluating and reporting of the training and teaching programmes. He acts as a group guide and resource person to the various groups of trainees, develops suitable educational and teaching methods and aids for field work and undertakes any other responsibilities assigned by the Principal / Officer in charge of the center. It is requested to assign the Revised Pay scale corresponding to ₹.40270-93780 (22).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy District Extension and Media Officer ₹.31460-84970 (19)	District Extension and Media Officer ₹.40270-93780 (22)
Mode of Appointment: By transfer of Deputy District Extension and Media Officer						
Qualification: A Graduate Degree with Diploma in Health Education or DSSA in Social Science/Social Work or Education.						

Technical Officer (AV Aids) / Technical Officer (Student Health Education Unit)

Request: It is represented that the Technical Officer is stationed at the State Health Education Bureau, Directorate of Public Health and Family Welfare Department. The duties of the Technical Officer (AV Aids) include general supervision over technical staff, submission of plan for cinema section for screening of films every month, assignment of work to the photographers, artists and other technical staff for preparation of AV Aids, layout work for preparation of A.V. Aids on various diseases for preparation of posters, pamphlets and booklets, submit plans for development of District Museums, and impart training in A.V.Aids to in-service trainees at the Health Museum.

The duties of Technical Officer (State Health Unit) include survey and study of the existing curriculum at all stages of education to find the content and method of teaching and practice of Health in schools, colleges and other institutions, develop suitable Health Education Syllabi, text books, Teaching Manuals and Aids, develop ways and means to integrate Health Teaching with other core subjects, to plan and conduct training for the personnel of Education Department and prepare the Health Department personnel to take up School Health responsibility, develop suitable extra and co-curricular activities which help to cultivate sound health habits among students and liaise between Education and Health departments. It is requested to assign the revised pay scale corresponding to the pay scale of ₹.40270-93780 (22)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Technical Officer (AV AIDS) / Technical Officer (Student Health Education Unit).

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Health Education Extension Officer ₹.35120-87130 (20)	

Mode of Appointment: By transfer from the post of Health Education Extension Officer.

Qualification: i) Bachelor's Degree in Arts/Science ii) Diploma in Health Education awarded by the All India Institute of Hygiene and Public Health Calcutta/Delhi/Gandhigram (Tamilnadu) iii) 10 years service in P.H. Department and iv) Field experience in Health Education units either as Block Extension Educator or District Health Educator for a minimum period of three years. (Preference for teaching experience and research work)

Deputy District Extension and Media Officer (DDEMO)

Request: It is represented that the Deputy District Extension and Media Officer is stationed in the District Health Medical and Health Office and in each district office there are two DDEMOs. The job chart includes providing regular feedback on the programmes,

particularly on the motivational activities, guiding the Multi-Purpose Health Education Officers (former Block Extension Educators), other field workers and Community Health Workers and co-ordinating with various Government agencies and voluntary organizations. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.37100-91450 (21).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Health Educator ₹.28940-78910 (17)	Health Education Extension Officer ₹.35120-87130 (20)
					Health Educator (Leprosy) ₹.29760-80930 (18)	

Mode of Appointment: Promotion from the category of Health Educator

Recommendations:

The four categories shown above form the hierarchy of Health Extension and Education wing in the Family Welfare Directorate.

- (1) The post of Deputy Director (MEM) is not comparable with those of Deputy Director of Agriculture and Animal Husbandry as their duties and responsibilities differ greatly. Further, the latter are technical posts with technical qualifications viz. M.Sc(Ag.) and B.V.Sc. respectively while the former is non-technical in nature. The Commission finds that this category is carrying a Pay Grade which is equal to that being enjoyed by many other non-technical Deputy Director rank officers. Hence we find no convincing reason to modify the present pay grade.
- (2) In respect of the posts of District Extension and Media Officer and allied categories, Health Education Extension Officer/ Technical Officer and Deputy District Extension and Media Officer, no comparison has been drawn with other categories but common request has been made for assigning higher pay scales. Considering the duties and responsibilities, qualifications prescribed and vertical spacing available in the promotion ladder, it is felt that the existing pay scales/ grades are appropriate.

Accordingly, the following corresponding pay scales are assigned to the four categories listed above:

- **Deputy Director (MEM)** ₹. 70850-158880 (Grade-24)
- **District Extension and Media Officer/ Communication Officer/ Health Education Instructor/ Lecturer Health Education/ Management Instructor** ₹. 61960-151370 (Grade-22)
- **Health Education and Extension Officer/ Technical Officer (AV Aids) / Technical Officer (Student Health Education Unit)** ₹. 54060-140540 (Grade-20)
- **Deputy District Extension and Media Officer** ₹. 48440-137220 (Grade-19)

5. Health Educator (General) ₹. 28940- 78910 (Grade 17)

Request: It is represented that the Health Educators are stationed at different offices and institutions such as the District Medical and Health Office, MPHWS (M) Training Schools, Rural Health Centers, Regional Eye Hospitals and selected Primary Health Centers. The job chart includes carrying out information, education and communication (IEC) to bring designed behavioral changes in the community about the communicable and non-communicable diseases, maternal and child health care, immunization etc. They also educate people about the steps to be taken for bringing down the maternal/infant mortality rates. They plan – implement – monitor IEC/BCC activities on various Health and Family Welfare programmes and provide feedback on utilization of health services. They also take action for improving the communication skills of health personnel including ASHAS and Aganwadi workers. They co-ordinate with various departments like Information and Public Relations, Revenue, Education, Women Development and Child Welfare etc. It has been requested to assign the Revised Pay Scale corresponding to the existing scale of ₹.29760-80930 on par with the Deputy Health Education Officer (Leprosy). There are also alternative requests to assign the Revised pay scale corresponding to the pay scale of ₹.31460- 84970 (19).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Health Educator (General)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4550-9600 (13)	8385-19125 (17)	14860-39540 (EIP) (17)	28940-78910 (17)	Multi- Purpose Health Supervisor ₹.23100 – 67990	Deputy District Extension and Media Officer ₹.31460-84970

			12550-35800 (FE) (14)		(13)	(19)
Compared Post: Deputy Health Education Officer (formerly known as Health Educator (Leprosy))						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer ₹.25140-73270 (15)	Health Education Officer (Aids & Leprosy) ₹.35120-87130 (20)
Mode of Appointment: Promotion from the category of Multi-Purpose Health Supervisor (M&F)						
Qualification: Graduate Degree and Post Graduate Diploma in Health Education (1 year)						

Recommendations:

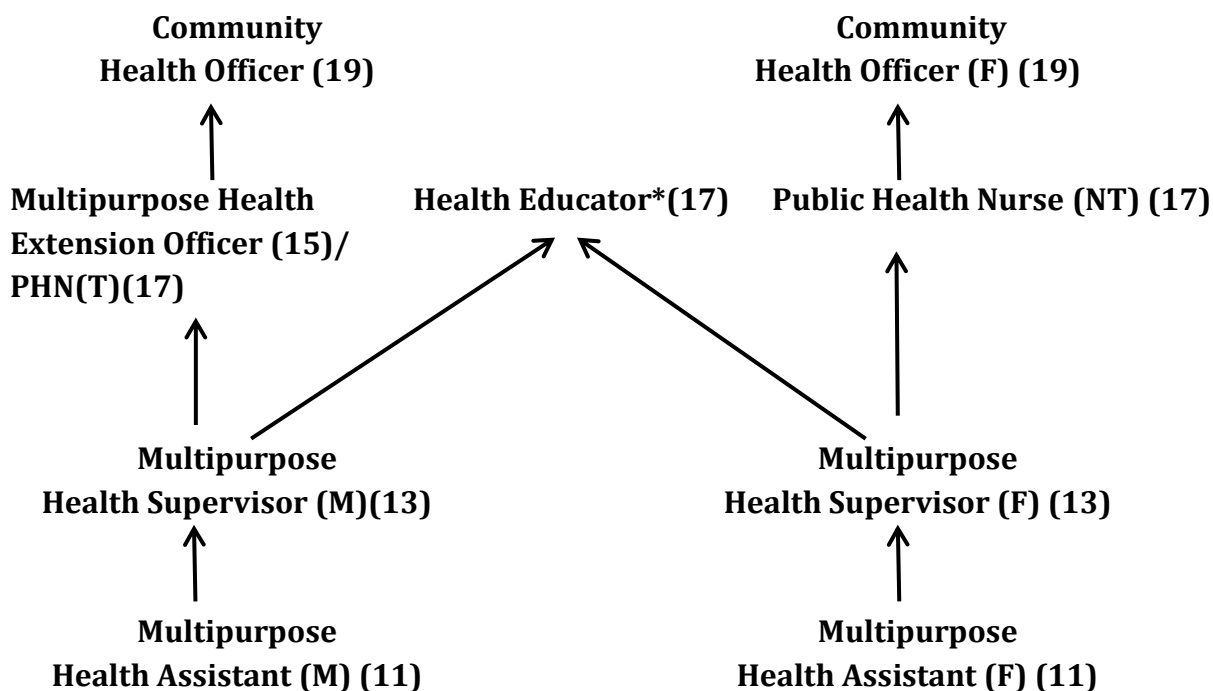
As can be seen from the above table, the post of Deputy Health Education Officer (NLEP) carried a higher pay scale compared to the Health Educator General in the 1993 and 1999 RPSs. The Eighth Pay Revision Commission (2005 RPS) equated the post of Health Educator (General) with that of Deputy Health Education Officer (NLEP) and improved the pay scales of both the categories. In the process the pay scale of Health Educator (General) was improved by four grades. The Ninth Pay Revision Commission (2010 RPS) felt that the category of Health Educator (General) got large unintended benefit and reduced the scale by three grades for the future entrants while protecting the higher pay scale in respect of the existing incumbents. The Tenth Pay Revision Commission (2015 RPS) removed the distinction between the existing incumbents and future entrants to the category of Health Educator (General) and assigned a common pay scale corresponding to the higher pay scale applicable to the existing incumbents. It also improved the pay scale of Deputy Health Education Officer (NLEP) by one grade.

Now the request is to restore the earlier parity between the two categories. It is pertinent to note that in G.O.Ms. No. 20 HM&FW Department dated 20-01-2004 Government have ordered integration of the staff under NLEP with the General Health Care system. It was however decided that the cadre identity of the NLEP staff in transfers and promotions would be maintained and that there would be no further new recruitment. Further all the categories of staff were to be entrusted with functions relating to NLEP and HIV/AIDS programmes. As a part of this process of integration the category of Deputy Health Education Officer was attached to the Mass Media cells existing in the DM & HOs offices. The functionaries were assigned duties of managing IEC activities on Leprosy and AIDS in the districts. They also guide the subordinate staff in implementation of IEC activities and counsel the patients of these diseases.

The Commission is conscious of the fact that the qualifications prescribed for both the compared posts are the same (Graduate Degree and Post Graduate Diploma in Health Education). The Deputy Health Educator is however associated with persons suffering from/ vulnerable to Leprosy and HIV AIDS, both of which are attached with lot of social stigma and discrimination. Obviously these personnel are exposed to extra risk and some degree of social stigma. Hence the Commission feels that the one pay grade difference existing at present between the above two compared posts is justifiable. Accordingly the Commission retains the existing pay grade assigned to the category of Health Educator (General) and assigns it the corresponding scale of ₹.44570-127480 (Grade-17).

(ii) Multi-Purpose Health Staff:

Hierarchy of Multi Purpose Health Stream



The representations received from various functionaries in the hierarchy are discussed below:

6. Community Health Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that in the Para Medical side, the Community Health Officer is the top post and is entrusted with the responsibility of implementing the Public Health Act and preventing all kinds of communicable and non-communicable diseases. The functional manual of Family Welfare Department brought out by the Dr. MCHRD Institution, Hyderabad defined the post of Community Health Officer as Senior Sanitary

Inspector. A person, who is appointed as Health Assistant with Sanitary Training Inspector Certificate, gets promotions as Multipurpose Health Supervisor, thereafter as Multipurpose Health Educational Officer and finally as Community Health Officer. On the other hand, a person who is appointed as Sanitary Inspector is getting promotion as Sanitary Supervisor and thereafter as Municipal Commissioner with higher pay scales.

It is requested to assign the Revised Pay Scale corresponding to the scale of ₹.35120-87130 (Grade 20) on par with the Assistant Accounts Officer of Treasuries and Accounts Department/Administrative Officer Health Department and to create a new cadre of Senior Community Health Officer in the Revised Pay Scale corresponding to the pay scale of ₹.40270 – 93780 (Grade 22) on par with Health Education Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Community Health Officer/ Community Health Officer (Female)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	CHO- Multipurpose Health Extension Officer ₹.25140-73720 (15) Public Health Nurse (Teaching) ₹. 31460-84970 (19) CHO (F)- Public Health Nurse (Non-teaching) ₹.28940-78910 (17)	
Compared Post: Assistant Accounts Officer (Treasuries and Accounts Department)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Junior Accounts Officer ₹. 28940-78910 (17)	Accounts Officer ₹.40270-93780 (22)
Compared Post: Administrative Officer in Directorate of Health						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹. 28940-78910 (17)	Assistant Director ₹.40270-93780 (22)

Mode of Appointment: By appointment by transfer from the category Multipurpose Health Extension Officer/Public Health Nurse

Qualification: CHO-from MPHEO -(a) SSC (b) A Sanitary Inspector Training Course (1 year) Certificate awarded by the Chairman, Board of Examiners constituted by the State Government (c) 3 years service in the feeder category; **CHO-from PHN(Teaching)** (a) Bachelor of Science (Nursing) (b) 3 years service in the feeder category

CHO(F)- from PHN (Non-teaching) -(a) SSC (b) Multi Purpose Assistant(F) Training Course (c) Certificate in Lady Health Visitor Training Course and (d) Two years service in the feeder category.

Recommendations:

In G.O.Ms. No.206 Health Medical & Family Welfare Dept dated 29-10-2018 Government have split the category of Community Health Officer into two, namely (i) Community Health Officer and (ii) Community Health Officer (Female), each with distinct feeder categories. The job profiles and qualification levels of the Community Health Officer/ Community Health Officer(F) and the compared posts of Assistant Accounts Officer/Administrative Officer are entirely different. As such the comparison with the latter two categories is not logical. Moreover these posts have not enjoyed parity in any of the last five RPSs. The Commission is of the view that the existing pay scale is commensurate with the qualifications and duties and responsibilities attached to the posts and accordingly assigns the corresponding pay scale of ₹.48440-137220 (Grade-19) to these two categories.

7. Public Health Nurse (Teaching) ₹. 28940- 78910 (Grade 17)

It is represented that the Public Health Nurse (Teaching) is a promotion post for the category of Staff Nurse who possess B.Sc. (Nursing) qualification. She works as Tutor in the Multipurpose Health Workers Training School. The request is to assign a pay scale on par with that of the Para Medical Officer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Staff Nurse ₹.25140-73270 (15)	Community Health Officer ₹.31460-84970 (19)

Compared Post: Para Medical Officer						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120- 87130 (20)	Physiotherapists ₹.31460-84970 (19)	
					Deputy Para Medical Officer (former Non- Medical Supervisor) ₹.29760-80930 (18)	
Mode of Appointment: By promotion from the category of Staff Nurse or by Direct Recruitment						
Qualification: By Promotion - B.Sc. Nursing (4) Years Degree Course (after Intermediate) or the Two years regular Post Basic B.Sc.(Nursing) Degree / Condensed B.Sc (Nursing) Degree after GNM course from the Nursing Institute recognized by the Indian Nursing Council and according to the seniority of Staff Nurses with B.Sc. (Nursing) (OR) By Direct Recruitment - 50% of the posts shall be filled by the candidates possessing (4) years B.Sc.(Nursing) Degree and the another 50% of posts shall be filled by the candidates possessing (2) years regular Post Basic B.Sc (Nursing) Degree / Condensed B.Sc.(Nursing) Degree after completion of GNM course from the Nursing Institute recognised by the Indian Nursing Council. (G.O. Ms. No.226 HM&FW Department dated 18.11.2009 and G.O. Ms. No. 56 HM&FW Department dated 21.05.2016)						

Recommendations:

The functions of the Public Health Nurse (Teaching) and Para Medical Officer are different. So the comparison is not apt. Orders were issued in G.O. Ms. No. 206 HM&FW Department dated 29.10.2018 making the category of Public Health Nurse (Teaching) a feeder category to the post of Community Health Officer (Grade-19). It is observed that the qualification prescribed for the post of Public Health Nurse (Non-teaching) are Intermediate with a Certificate of 18 months MPHWF training and a pass Certificate in Lady Health Visitor Training Course. Considering the relatively higher qualification levels (as stated in the table above) prescribed for the category of Public Health Nurse (Teaching) as compared to that for the post of Public Health Nurse (Non-teaching) (Grade-17) and the fact that the feeder category of Staff Nurse for this post has been assigned the pay grade 16, the Commission is inclined to enhance the pay grade of this category by one grade and accordingly assigns it a revised pay scale of ₹.45830-130580 (Grade-18).

8. Public Health Nurse (Non-teaching) ₹. 28940-78910(Grade 17)

<p>Request: It is represented that Public Health Nurse is a promotion post for the Multipurpose Health Supervisors (Female). She supervises the Multipurpose Health Assistants (Male and Female) in the entire Primary Health Centre area. She reports directly to the Medical Officer. She supervises the Maternal Child Healthcare Programmes, vital statistics, control of communicable diseases, school health, universal immunization, family planning, nutrition, treatment of minor ailments, promoting community participation, conducting community training and training of Health Officers. It is requested to assign the Revised Pay Scale corresponding to ₹.35120- 87130 (Grade-20) to this category on par with the Para Medical Officer (Leprosy).</p>						
<p>Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</p>						
<p>Public Health Nurse (NT)</p>						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Multipurpose Health Supervisor (F) ₹.23100 -67990 (13)	Community Health Officer ₹.31460-84970 (19)
<p>Compared Post: Para Medical Officer (Leprosy)</p>						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120- 87130 (20)	Physiotherapist ₹.31460-84970 (19) Deputy Para Medical Officer ₹.29760-80930 (18)	
<p>Mode of Appointment: By promotion of Multipurpose Health Supervisor (Female)</p>						
<p>Qualification: (i) Certificate of 18 moths MPHWF training and (ii) Pass Certificate in Lady Health Visitor Training Course.</p>						

Recommendations:

Comparison of the categories of Public Health Nurse and Para Medical Officer is not apt as the functions of these posts are not similar. Keeping the qualifications and duties and responsibilities in view, it is considered that the existing pay scale is adequate and a corresponding scale of ₹.44570-127480 (Grade-17) is assigned.

**9. Multipurpose Health Extension Officer ₹. 25140-73270 (Grade 15)
(MPHEO)**

Request: It is stated that the Multipurpose Health Extension Officer is a promotion post to the post of Multipurpose Health Extension Supervisor. The job involves maintenance of data, imparting trainings, doing inter-sectoral coordination, IEC work, maintenance of vital statistics, supervision and guidance of Multipurpose Health Assistants (Male) and (Female). He liaises between the Medical Officer and other Staff. Thus the duties are more than those of the Public Health Nurse who takes care of maternal and child health care aspects only. It is further stated that the Multipurpose Programme under the Commissioner of Family Welfare is being implemented in a 3-tier system – basic level (MPPHA), sub-center level (MPPHS) and PHC level (MPHEO and PHN). Hence, it is argued, both the Public Health Nurse and Multipurpose Health Extension Officer should be assigned the same Revised Pay Scale corresponding to the scale of ₹.31460-84970 (Grade 19) on par with the Para Medical Officer. Another request is for the Revised Pay Scale of ₹.28940-78910 (Grade-17) on par with Public Health Nurse (PHN), Health Educator and Paramedical Ophthalmic Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	12550-35800 (14)	25140-73270 (15)	Multipurpose Health Supervisor (M) ₹.23100 – 67990 (13)	Community Health Officer ₹.31460 – 84970 (19)
Compared Post: Public Health Nurse						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Multipurpose Health Supervisor (F) ₹.23100 -67990 (13)	Community Health Officer ₹.31460-84970 (19)
Compared Post: Paramedical Ophthalmic Officer						
2375-5040 (P) (13)	4550-9600 (13)	7770-18575 (16)	13660-38570 (P) (16)	28940-78910 (17)	Direct Recruitment	
2195-4560 (FE) (11)			12550-35800 (FE) (14)			

Compared Post: Health Educator						
2315- 4880 (12)	4550- 9600 (13)	8385- 19125 (17)	14860- 39540 (17)	28940- 78910 (17)	Multipurpose Health Supervisor ₹.23100 - 67990 (13)	Community Health Officer ₹.31460 – 84970 (19)
		6505- 15025 (12)	12550- 35800 (14)			
Para Medical Officer						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120- 87130 (20)	Physiotherapists ₹.31460-84970 (19) Deputy Para Medical Officer (former Non- Medical Supervisor) ₹.29760-80930 (18)	
Mode of Appointment: Promotion from the category of Multipurpose Health Supervisor (M) having three years service						

Recommendations:

The compared posts of Paramedical Ophthalmic Officer, Para Medical Officer and Health Educator have higher qualification levels of Intermediate with 2-years Diploma, Graduation/ Post Graduation with Certificate Course and Graduation with PG Diploma respectively and their job profiles are different from that of the MPHEO. In respect of Public Health Nurse, they have to undergo an additional training in Lady Health Visitor Course. Moreover, over different RPSs, there has been persistent difference in the pay scales of all the compared categories and the MPHEO. However considering the fact that the feeder and promotion categories of the posts of MPHEO and Public Health Nurse are equivalent, the Commission is inclined to improve the pay scale of the MPHEO category by one grade and accordingly assigns it the revised scale of ₹.40970-124380 (Grade-16).

10. **Multipurpose Health Supervisor** ₹. 23100-67990 (Grade 13)
 11. **Multipurpose Health Assistant (Male)** ₹. 21230-63010 (Grade 11)
 12. **Multipurpose Health Assistant (Female)** ₹. 21230 -63010 (Grade 11)

Multipurpose Health Supervisor						
Request: It is represented that the Multipurpose Health Supervisor operates in an area with a population of thirty thousand. He supervises and guides the Multipurpose Health Assistants. organizes team work, supplies medicines, equipments, maintains records and reports, attends to patients suffering from epidemics like Malaria, Japanese Encephalitis, other communicable diseases like leprosy, tuberculosis to prevent their spread and also takes care of sanitation. He also supervises universal immunization, family planning, nutrition programmes, control of blindness, collection of vital statistics, primary medical care and health education programmes etc. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.29760-78910 (Grade-18) on par with the Deputy Para Medical Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2075 - 4270 (10)	3950 - 8150 (10)	5750 - 13030 (10)	11530 - 33200 (12)	23100 - 67990 (13)	Multipurpose Health Assistant ₹.21230 - 63010 (11)	Multipurpose Extension Officer ₹.25140- 73270 (15)
Deputy Para Medical Officer						
2525- 5390 (14)	5000 - 10600 (15)	8385 - 19125 (17)	14860- 39540 (17)	29760- 80930 (18)	Assistant Para Medical Officer (former Non- Medical Assistant) ₹.25140 - 73270 (15)	Para Medical Officer ₹.35120-87130 (20)
Mode of Appointment: By promotion from the category of Multipurpose Health Assistant						
Multipurpose Health Assistant (Male/Female)						
Request: It is represented that the Multipurpose Health Assistant is the basic level para medical employee. The Multipurpose Health Assistant covers an area with a population of five thousand. The job of Multipurpose Health Assistant (Male) is to prevent spread of epidemics like Malaria, Dengue etc. by visiting each house once every fortnight to check that none of the family members suffers from these or other diseases like rash, jaundice, diarrhea, dysentery, cough etc. The Multipurpose Health Assistant (F) takes care of maternal and child health, family planning, nutrition, universal immunization, recording						

of vital health related events, school health programmes etc. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.25140-73270 (Grade-15) on par with the Assistant Para Medical Officer, who is getting a higher pay scale with six months training.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875 - 3750 (08)	3550 - 7150 (08)	5200 - 11755 (08)	10020 - 29200 (10)	21230 - 63010 (11)	Direct Recruitment	Multipurpose Health Supervisor ₹.23100 - 67990 (13)
Assistant Para Medical Officer						
2195- 4560 (11)	4550- 9600 (13)	6675- 15500 (13)	12910- 36700 (15)	25140 - 73270 (15)	No specific category	Deputy Para Medical Officer ₹.29760-80930 (18)
Mode of Appointment: Direct Recruitment						
Qualification: (i) Intermediate (ii) Sanitary Inspector Training Course Certificate or MPHWS Training Course (iii) Physical Fitness for camp-life						

Recommendations:

The functions of the Multipurpose Health Supervisor and Multipurpose Health Assistant are not comparable to those of the Deputy Para Medical Officer and Assistant Para Medical Officer. The latter identify, register and take control measures in respect of cases of Leprosy and HIV AIDS. The qualification level for direct recruitment to the categories of DPMO and APMO are also higher i.e. a Graduation Degree and Certificate Course of 6-months in Leprosy. As such, the comparison between these posts is not apt. Keeping the educational qualifications and duties and responsibilities in view, the Commission assigns the following pay scales:

Multipurpose Health Supervisor	₹. 37640-115500 (Grade 14)
Multipurpose Health Assistant (Male)/ Multipurpose Health Assistant (Female)	₹. 34580-107210 (Grade 12) (enhanced by one grade each)

14. (b). PUBLIC HEALTH AND FAMILY WELFARE

(i) Medical Officers:

- | | | |
|----|-------------------------|-----------------------------|
| 1. | Director, Health | ₹. 87130 -110850 (Grade 32) |
| 2. | Additional Director | ₹. 87130 -110850 (Grade 32) |
| 3. | Civil Surgeon | ₹. 61450-105810 (Grade 28) |
| 4. | Deputy Civil Surgeon | ₹. 49870-100770 (Grade 25) |
| 5. | Civil Assistant Surgeon | ₹. 40270-93780 (Grade 22) |

Request: It is represented that the Director has varied responsibilities. He coordinates with other department officials and local public representatives for successful implementation of various national programmes and state programmes like Janmabhoomi, Chandranna Bima etc. He handles medico-legal cases, and implements more than 30 National and State level programmes in building Healthy Andhra Pradesh and thereby Healthy India. It is requested to assign the following Revised Pay Scales evolved by the Association:

Director and Additional Director: ₹.193960-255580 (Grade 32)

Civil Surgeon: ₹.158560-249020 (Grade 30)

Deputy Civil Surgeon ₹.118690-242460 (Grade 27)

Civil Assistant Surgeon ₹.93850-223300 (Grade 24)

Director of Public Health

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7580-10100 (31)	15475 - 19675 (32)	25600-30765 (32)	44740-55660 (32)	87130 - 110850 (32)	Additional Director / Regional Director of Medical and Health Services/ Director, AIDS Control Project ₹.87130 - 110850 (32)	-----

Mode of Appointment:- By promotion from the category of Additional Director / Regional Director of Medical and Health Services/ Director, AIDS Control Project

Qualification: MBBS degree and a Post Graduate degree or diploma in any specialty.

Additional Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	13450-19150 (30)	23500-30765 (31)	44740-55660 (32)	87130 – 110850 (32)	Civil Surgeon/District Leprosy Officer/ District T.B. Control Officer 61450- 105810 (28)	Director ₹.87130–110850 (32)

Mode of Appointment: By promotion from the category of

(a)(i) Civil Surgeon [(Joint Director (other than TB and BCG), District Medical and Health Officer, (ii) Additional District Medical and Health Officer, Resident Medical Officers in teaching and non-teaching Hospitals, Principals of Regional Family Planning Training Centers and Regional Training Centers (Female), Zonal Officer (Malaria)

(b): Civil Surgeon (Epidemiologist) in Regional Health and Family Welfare Training Center.

(c): Civil Surgeon Specialist in various specialties in non-teaching hospitals, Superintendents of District Headquarters hospitals under Andhra Pradesh Vaidya Vidhana Parishad, Civil Surgeon, Hospital Administrators.

(d) District Leprosy Officers including Special Officer (Leprosy) in the Director of Health, Senior Medical Officers in the Government Leprosy Training Centers and Sample Survey-cum-Assessment Units.

(e) District T.B. Control Officers including Director of State T.B. Centre, Joint Director (TB and BCG) in Directorate of Health, Superintendents of T.B. Hospitals (non-teaching), Civil Surgeon (Epidemics) and Civil Surgeon Bacteriologists in State T.B. Center.

Qualifications:

(i) MBBS Degree or equivalent. PG Degree or Diploma in any speciality.

(ii) Three years of service of which two years in the feeder category.

Civil Surgeon

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870 – 100770 (25)	Additional Director ₹.87130–110850 (32)

Mode of Appointment: By promotion from the category of Deputy Civil Surgeon in the District Head-quarters and Taluk Headquarters, Regional Medical Officers and Senior Medical Officers (DTT. IPP.VI) now redesigned as Project Officers, Deputy District Medical and Health Officers. District Immunization Officers and if not available, by promotion of Civil

Assistant Surgeons/ Health Officers of Municipalities, Municipal Corporations and Community Health Centres, Assistant Epidemiologists, Regional Officers (ORT)						
Qualifications: (i) M.B.B.S. or its equivalent (ii) Post Graduate Degree or Diploma in relevant field						
Deputy Civil Surgeon						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870 – 100770 (25)	Civil Assistant Surgeon ₹.40270-93780 (22)	Civil Surgeon ₹.61450–105810 (28)
Mode of Appointment: By promotion from the category of Civil Assistant Surgeon including Women Assistant Surgeons, Regional Officers (ORT), Health Officers in Community Health Centers. (c) Health Officers in Municipalities / Municipal Corporations, Assistant Epidemiologists.						
Qualifications: MBBS degree and four years service as a Civil Assistant Surgeon						
Civil Assistant Surgeon						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	40270 – 93780 (22)	Direct Recruitment	Deputy Civil Surgeon ₹.49870–100770 (25)
Mode of Appointment : Direct Recruitment						
Qualification: Civil Assistant Surgeon: MBBS Degree or equivalent. Medical Officers in Municipalities and Municipal Corporations: MBBS and M.D. SPM/DPH						

Recommendations

The Medical Officers/ Doctors have compared their emoluments with the counterparts in Central Health Services. While in the Medical Colleges the teaching doctors have been drawing UGC pay scales, in respect of the Doctors practicing in the Public Health and Family Welfare Departments they are covered by the State Pay Scales. The two are not comparable as the Service Rules, promotion prospects, allowance packages etc differ. Also applying the Central Government pay scales to the State

Government staff on a selective basis is beyond the purview of the PRC. The Commission observes that the entry level post of Civil Assistant Surgeon in the Public Health and Family Welfare Service is one among the only four similar category of posts carrying the pay grade of 22. The subsequent promotion posts right up to the Director level, have also been assigned appropriate commensurate higher scales of pay.

Additional Director, Health

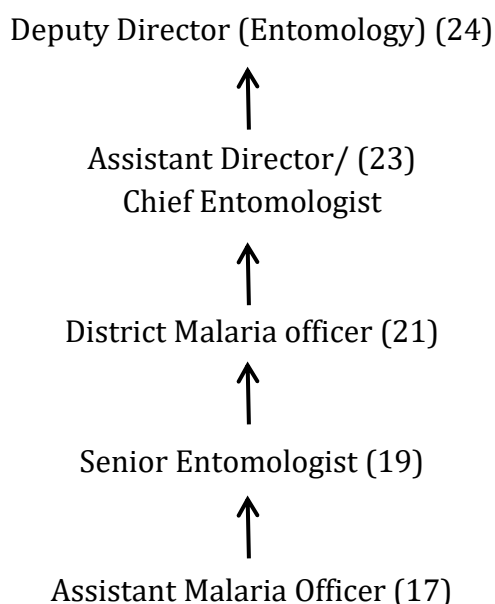
The Commission specially notes that the 9th PRC discussed the request of the Doctors community, working in the Health and Family Welfare Department, for grant of certain benefits in their pay and allowances at page 347-349 of Volume-II/1 of its report. While concluding its discussion, the 9th PRC committed an error by recommending the same (not corresponding) pay scales, as in 2005 RPS, against the six categories which it discussed in that section. It is however obvious from a reading of the relevant discussion that the intention of the 9th PRC was to assign the corresponding pay scales/grades in the Revised Pay Scales of 2010. This error in Volume II/1 of the report was further compounded in Volume III of the report of the 9th PRC (at page 152) where, perhaps inadvertently, against both the categories of Director and Additional Director, it repeated the same pay scale and grade (Grade-32) at columns 4 and 5 under the Headings 'Existing Scale' and 'Revised Scale' respectively. It is further observed that the same category of Additional Director in the Family Welfare Department and Institute of Preventive Medicine has been assigned pay grade of 31 in both the 9th and 10th PRCs, i.e. one grade less than that assigned to the Director (Grade-32). In fact, in no other Government Department the post of Additional Director has been assigned the Pay Grade 32. Hence this is obviously an unintended mistake apparent on the face of the record and has resulted in an anomaly, as both the feeder and the promotion posts are carrying the same pay scale/ grade (Grade-32). The said anomaly was not rectified in the 10th PRC and has been cited by certain equivalent categories in other Departments requesting for similar treatment in their cases also. Acceptance of such requests would result in perpetuation of the existing anomaly and distortion of the pay structures. Hence the Commission intends to resolve this anomaly for the future incumbents in the post of Additional Director, Health.

Keeping the above discussions in view the following pay scales are assigned:

Director	₹. 133900-179000 (Grade-32)
Additional Director, Health	₹. 133900-179000 (Grade-32) (P.I.)* ₹. 124380-179000 (Grade-31) (F.I.)* (*P.I. - Present Incumbents; F.I. - Future Incumbents)
Civil Surgeon	₹. 94500-170580 (Grade-28)
Deputy Civil Surgeon	₹. 76730-162780 (Grade-25)
Civil Assistant Surgeon	₹. 61960-151370 (Grade-22)

(ii) Entomologist

Hierarchy of Entomology Wing (Pay Grade)



The Entomology staff are engaged in the implementation of National Vector Borne Disease Control Programme which involves prevention, monitoring, and control of vector borne diseases like Malaria, Filariasis, Kala Azaar, Japanese Encephalitis and Dengue. They are also engaged in the surveillance and monitoring of dreaded diseases like Plague and Arboviral Encephalitis.

The representations received from the staff are discussed below:

6. **Deputy Director (Entomology)** ₹. 46060-98440 (Grade 24)
7. **Assistant Director** ₹. 42490-96110 (Grade 23)
8. **District Malaria Officer** ₹. 37100-91450 (Grade 21)
9. **Senior Entomologist** ₹. 31460-84970 (Grade 19)
10. **Assistant Malaria Officer** ₹. 28940-78910 (Grade 17)

Deputy Director (Entomology)						
Request: It is averred that the Deputy Director exercises administrative and technical control over all the Assistant Directors and other subordinate officers. It is a state level post. He reviews the entomological activities and liaises between the State and Central Government health authorities for implementation of the National Vector Borne Disease Control Programme. He is responsible for the planning and implementation of the said Programme. It is requested that the Revised Pay Scale corresponding to the present scale of ₹.52590- 103290 (Grade-26) be assigned to this category.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.42490- 96110 (23)	
Mode of Appointment: By promotion of Assistant Director, Entomology						
Qualification: M.Sc./B.Sc. with Zoology as a subject or Diploma in Public Health and five years of service in the category of Assistant Director (Entomology)						
Assistant Director/Chief Entomologist						
Request: It is stated that the Assistant Director (Entomology) assesses the situation relating to the incidence of Malaria, Japanese Encephalitis, Dengue, Chikungunya, etc. in the entire Zone and guides the district officers on the basis of epidemiological and entomological investigations carried out. It is requested that the Revised Pay Scale corresponding to the scale of ₹.49870- 100770 (Grade-25) may be assigned.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4140-8140 (22)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	42490-96110 (23)	District Malaria Officer ₹.37100- 91450 (21)	Deputy Director ₹.46060-98440 (24)

Mode of Appointment: By promotion from District Malaria Officer						
Qualification: M.Sc./B.Sc. with Zoology as a subject or Diploma in Public Health						
District Malaria Officer						
Request: It is stated that the District Malaria Officer works independently under the control of the District Medical and Health Officer. He administers the staff of NVBDCP and is responsible for the proper implementation of the Programme. It is requested that the Revised Pay Scale corresponding to the present scale of ₹.42490- 96110 (Grade-23) be assigned.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	7400-15475 (21)	10845-25600 (21)	19050-45850 (21)	37100-91450 (21)	Senior Entomologist ₹.31460- 84970 (19)	Assistant Director (Entomology) ₹.42490- 96110 (23)
Mode of Appointment : By promotion from Senior Entomologist						
Qualification: M.Sc/ B.Sc. with Zoology as a subject or Diploma in Public Health						
Senior Entomologist						
Request: It is averred that the Senior Entomologist has to thoroughly familiarise himself and others with the vector borne diseases and measures required to control them. He liaises closely with the local bodies and takes care to ensure proper storage of chemicals supplied to him. It is requested that the Revised Pay Scale corresponding to the present pay of ₹.37100- 91450 (Grade-21) be assigned to this category.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Assistant Malaria Officer ₹.28940-78910 (17)	District Malaria Officer ₹.37100-91450 (21)
Mode of Appointment : By Direct recruitment / by transfer from Assistant Malaria Officer						
Qualification: M.Sc/ B.Sc. with Zoology as a subject or Diploma in Public Health						

Assistant Malaria Officer (Former Entomological Assistant)						
Request: It is stated that the Assistant Malaria Officer carries out vector borne disease surveillance in the district and plans to control these diseases. He visits Primary Health Centre Labs and provides technical guidance, supervises spray operations concurrently and monitors the compliance of technical specifications. The request is for assignment of the Revised Pay Scale corresponding to the present scale of ₹.31460- 84970 (Grade-19).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4850-10250 (14)	7200-16925 (14)	12910-36700 (15)	28940-78910 (17)	Multipurpose Health Extension Officer ₹.25140-73270 (15)	Senior Entomologist ₹.31460- 84970 (19)
Mode of Appointment: By Direct recruitment / by promotion from Health Supervisor						
Qualification: B.Sc. degree of a University with Zoology or Agriculture as one of the subjects or B.Sc., or Diploma in Public Health of the University of Calcutta; or B.Sc. (Public Health)						

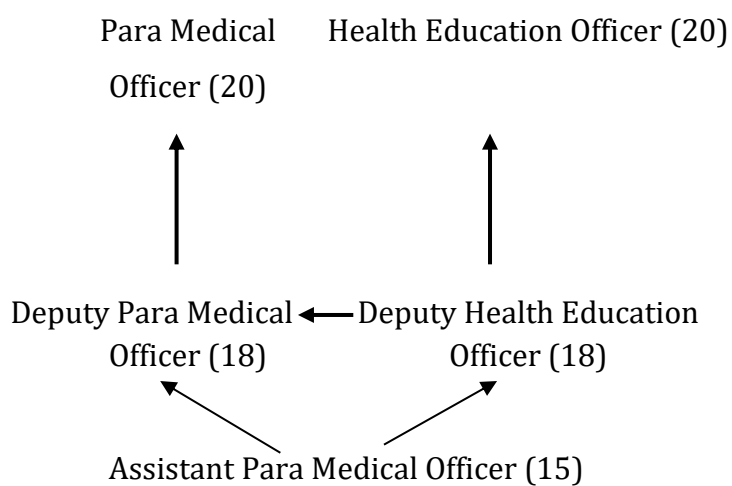
Recommendations:

The Commission finds that the Deputy Directors of most of the Government Departments are in pay grade 24 and so is the Deputy Director (Entomology). Considering the duties and responsibilities assigned to various categories of posts shown above, the qualifications prescribed and the vertical spacing in pay grades in the hierarchy, the Commission is of the view that the present pay grades are appropriate in respect of all the five categories. Accordingly, the following corresponding pay scales are assigned:

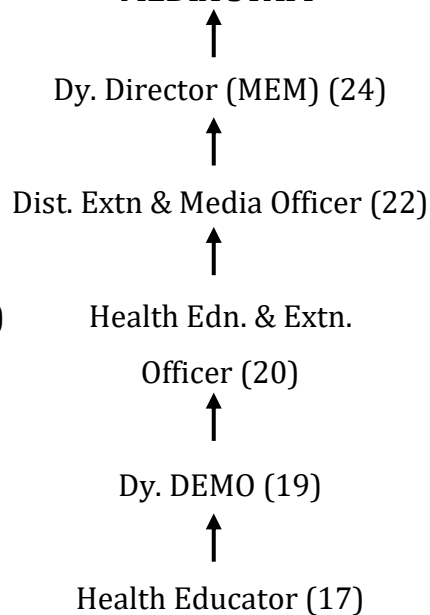
Deputy Director (Entomology)	₹. 70850-158880 (Grade 24)
Assistant Director (Entomology)	₹. 65360-154980 (Grade 23)
District Malaria Officer	₹. 57100-147760 (Grade 21)
Senior Entomologist	₹. 48440-137220 (Grade 19)
Assistant Malaria Officer	₹. 44570-127480 (Grade 17)

(iii) Para Medical (Leprosy/ AIDS Control and Extension and Media Staff)

**HIERARCHY OF LEPROSY/
AIDS CONTROL STAFF**



**HIERARCHY OF EXTENSION &
MEDIA STAFF**



- | | |
|---|----------------------------------|
| 11. Para Medical Officer | ₹. 35120-87130 (Grade 20) |
| 12. Deputy Para Medical Officer | ₹. 29760-80930 (Grade 18) |
| 13. Assistant Para Medical Officer | ₹. 25140-73270 (Grade 15) |

Para Medical Officer						
Request: It is represented that the Para Medical Officers are stationed in the office of the Additional District Medical and Health Officer and monitor all NLEP, HIV / AIDS and other National Health Programmes throughout the district and assist the Additional District Medical & Health Officer (Leprosy & AIDS) and District Medical & Health Officer. It is requested to assign the pay scale corresponding to the existing pay scale of ₹.40270-93780 (Grade 22) in the Revised Pay Scales.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120- 87130 (20)	Physiotherapist s (Leprosy) ₹.31460-84970 (19)	

					Deputy Para Medical Officer (former Non-Medical Supervisor) ₹.29760-80930 (18)	
--	--	--	--	--	---	--

Mode of Appointment: By promotion from the category of Physiotherapists and Deputy Para Medical Officer (former Non-medical Supervisor) and, if no candidate is available, by direct recruitment

Qualification: By promotion- (i) A Bachelor's Degree (ii) a Certificate of Assistant Para Medical Officer or Para Medical Worker training course from any Training Center and (iii) Minimum service of not less than ten years as Deputy Para Medical Officer (DPMO) and Physiotherapist put together in Leprosy Control Programme of which not less than five years as DPMO.

By Direct Recruitment - (i) Post Graduate Degree in Science or Arts (ii) Certificate of Assistant Para Medical Officer or Para Medical Worker Training course in leprosy.

Deputy Para Medical Officer

Request: It is represented that the Deputy Para Medical Officer is a promotion category to the post of Assistant Para Medical Officer stationed at the Block Primary Health Centers, UHCs, ULHs, Offices of Deputy Medical and Health Officer/Additional District Medical and Health Officer and Assistant Director (Leprosy). The area of operation of a Deputy Para Medical Officer is about three Mandals. He administers the activities of all the Para Medical Staff under his jurisdiction and the duties include Multi Drug Treatment (MDT), preparation of Division/District Micro Action Plan, implementation of Health Education Programmes, Disability Prevention and Medical Rehabilitation (DPMR), follow up of Life Time Care, Leprosy/HIV sensitization, submission and maintenance of weekly reports etc. Besides, he takes part in all the National Health Programmes such as Pulse Polio, MDA, NCD, NMHC, RNTCP, World Population Day, ANC HIV testing and tracking, 104 and 102 services etc. As there is no recruitment to the category of Assistant Para Medical Officer since 1995, the work load has increased enormously. It is requested to assign the pay scale corresponding to the existing scale of ₹.35120- 87130 (Grade-20) in the Revised Pay Scales.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000 - 10600 (15)	8385 - 19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer (former Non-Medical Asst.) ₹.25140 - 73270 (15)	Para Medical Officer ₹.35120-87130 (20)

Mode of Appointment: By promotion from the category of Assistant Para Medical Officer (former Non-Medical Assistant) / by transfer of Deputy Health Education Officer (NLEP) (former Health Educator, NELP) of the Andhra Pradesh Medical Subordinate Service having 3 years service, and if not available, by Direct Recruitment

Qualification: By promotion- APMO with 5 years experience in Leprosy control; By Direct Recruitment – Graduate and a Certificate of six months training in Leprosy from any recognized Leprosy Centre or Institution of India.

Assistant Para Medical Officer

Request: The Para Medical Officers, in addition to implementing Leprosy Eradication Programmes, take part in all health activities as assigned by the authorities concerned in Public Health Centers/Urban Leprosy Centers/Sample Survey cum Assessment Unit. The job chart includes detection and identification of new cases of leprosy, arrangement of Multi Drug Treatment (MDT), preparation of Micro Action Plans, Health Education programmes, Disability Prevention and Medical Rehabilitation (DPMR), preparation of reports etc. It is stated that this category is included in the Branch III Services along with Community Health Officers and Occupational Therapists [now in the pay scale of ₹.31460-84970 (Grade 19)] who are getting higher scales from 1987 onwards whereas the Assistant Para Medical Officers are getting lower pay scales. It is requested to assign the pay scale corresponding to the existing scale of ₹. 31460- 84970 (Grade 19) in the Revised Pay Scales.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	25140 - 73270 (15)	Multi-purpose Health Supervisor ₹.23100-67990 (13) Pharmacist/Lab Technician ₹.21230-63010 (11)	Deputy Para Medical Officer ₹.29760-80930 (18)

Compared Post: Community Health Officer

2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Multi-Purpose Health Education Officer ₹.25140-73720 (15)	
-------------------	--------------------	--------------------	---------------------	---------------------	---	--

					Public Health Nurse ₹.28940-78910 (17)	
Compared Post: Occupational Therapist						
2750-5960 (16)	5300-11300 (16)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)		
Mode of Appointment: By Direct Recruitment or by promotion of qualified in-service candidates belonging to Andhra Pradesh Medical and Public and Health Subordinate Services or Andhra Pradesh Ministerial Services						
Qualification: By Direct Recruitment – (i) Graduation and (ii) six months training in Leprosy from any recognized Leprosy Training Institution. By promotion – (i) SSLC or equivalent examination. Preference to Graduates (ii) a Certificate of six months training in Leprosy from any recognized Leprosy Training Centre or institution						

Recommendations:

As indicated above, these three categories constitute the basic and promotional levels in the hierarchy of Para Medical (NELP) staff. These are vanishing categories since no fresh recruitment has been taking place after drastic reduction in the incidence of Leprosy and the Government's decision to integrate them with the general health care services..

Para Medical Officer & Deputy Para Medical Officer-

Improved pay scales have been sought for the categories of Para Medical Officer and Deputy Para Medical Officer. No comparison has been drawn with any other post. Considering the qualification level prescribed for the posts and the nature of job being performed by them, the Commission is of the view that the present pay scales are adequate and accordingly the corresponding pay scales are assigned to these two posts as follows:

Para Medical Officer	₹. 54060-140540 (Grade-20)
Deputy Para Medical Officer	₹. 45830-130580 (Grade-18)

Assistant Para Medical Officer

In the case of Assistant Para Medical Officer (APMO), comparison has been drawn with the categories of Community Health Officer and Occupational

Therapist, both of which have always enjoyed relatively higher pay scales. The category of Community Health Officer is the next level promotion post to the post of Multi-purpose Health Extension Officer (which has scale parity with the post of APMO, both being at Pay Grade-15) in the hierarchy of Multi-purpose Health staff. The second compared category of Occupational Therapist, which is a standalone post, has a higher qualification level of Graduate Degree plus a Diploma in Occupational Therapy (3 years course). This category thus possesses professional skill for discharging its duties. Hence these categories are not comparable with the category of APMO. The Commission observes that at present the category of APMO has pay scale parity with the categories of Staff Nurse, Multi-Purpose Health Extension Officer and Laboratory Technician Grade-I.

Keeping the above in view, the pay scale of the category of APMO is improved by one grade to ₹40970-124380 (Grade-16) on par with similar enhancement suggested elsewhere for the other three categories mentioned in the preceding para.

14. Health Education Officer ₹. 35120-87130 (Grade 20)

15. Deputy Health Education Officer ₹. 29760-80930 (Grade 18)

Request: It is stated that Leprosy is an age old disease carrying superstitions and social stigma. Disability Prevention and Medical Rehabilitation is the major component of National Leprosy Eradication Programme). The Health Education Officer and Deputy Health Education Officer are entrusted with the herculean task of educating and treating such Leprosy patients so as to prevent majority of them from becoming deformed, consequently turning into beggars and destitutes. It is requested to assign the Revised Pay Scale corresponding to the scale of ₹.40270-93780 (Grade-22) and ₹.31460-84970 (Grade-19) to the Health Education Officer and Deputy Health Education Officer on par with the District Education and Media Officer and Deputy District Education and Media Officer respectively.

Health Education Officer (Aids and Leprosy)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Health Education Officer (formerly known as Health Educator, Leprosy) ₹.29760-80930 (18)	

Compared Post: District Education and Media Officer						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Health Education and Extension Officer ₹.35120-87130 (20)	Deputy Director (MEM) ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Deputy Health Education Officer (former Health Educator (Leprosy)) or by Direct Recruitment if no qualified and suitable person is available for promotion						
Qualification: By promotion - (i) Diploma in Health Education with Post Graduation in Sociology or any branch of Social Science (ii) Minimum ten years of service in Leprosy Control of which five years as Deputy Health Education Officer in the National Leprosy Control Programme By Direct Recruitment -(i) Post Graduation in Social Sciences (ii) Diploma in Health Education and (iii) Certificate in Leprosy Training of Assistant Para Medical Officer or Para Medical Worker						
Deputy Health Education Officer (formerly known as Health Educator (Leprosy))						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer ₹.25140-73270 (15)	Health Education Officer (Aids & Leprosy) ₹.35120-87130 (20)
Compared Post: Deputy District Education and Media Officer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Health Educator ₹.28940-78910 (17)	Health Education Extension Officer ₹.35120-87130 (20)
Mode of Appointment: By promotion of Assistant Para Medical Officer or by transfer of Deputy Para Medical Officer (former Non-Medical Supervisor (Leprosy))						
Qualification: By promotion :(a) Three years of service of which two years in the category of Assistant Para Medical Officer in the Andhra Pradesh Medical Subordinate Service (Leprosy), (b) SSC or its equivalent, provided that preference shall be given to the Graduates By transfer:(a) Three years of service of which two years in the category of Deputy Para Medical Officer in the Andhra Pradesh Medical Subordinate Service (Leprosy), (b) SSC or its equivalent, provided that preference shall be given to the Graduates						

Recommendations:

It is evident from the hierarchical diagram given above that the category of Assistant Para Medical Officer is the common feeder category for the both the posts of Deputy Para Medical Officer and Deputy Health Education Officer. Now, both these posts are at present carrying the same pay grade of 18. The next promotion posts for these two streams are Para Medical Officer and Health Education Officer respectively and they are also at the same pay grade of 20. If the hierarchy of Extension and Media staff is taken into account, the corresponding levels are occupied by the Health Education Officer (Grade-17) and Deputy Extension and Media Officer (Grade-19). Keeping the above position in view and duties and responsibilities attached, the Commission considers that the existing pay grades are adequate. Hence the corresponding scales of ₹.54060-140540 (Grade-20) and ₹.45830-130580 (Grade-18) are assigned to the Health Education Officer and Deputy Health Education Officer respectively.

(iv) Paramedical Ophthalmic Officer

16. Paramedical Ophthalmic Officer ₹. 28940- 78910 (Grade 17)

Request: It is represented that the post of Paramedical Ophthalmic Officer constitutes a separate and distinct category. Though the post was created in 1978, it could not be filled up till 1986 for want of qualified candidates. The Ophthalmic Officer tests patients suffering from eye problems like Cataract, Diabetic Retinopathy, Hypertensive Retinopathy, Glaucoma and refers the patients to the appropriate service centers. Advanced equipment like Auto Refractometer Fundus camera is used to identify eye problems. His duties include preliminary diagnosis and initiation of treatment / appropriate management of all common eye problems including refractive errors, screening of all eye-cases and Cataract cases and referring to the appropriate surgical centers and for pre-operative investigations like syringing, iop investigation, blood pressure and diabetes test etc. He is an important skilled human resource in the eye care sector and is the back bone of National programme for control of Blindness and Visual Impairment activities. The significance of the post is evident from the performance of Mukhyamantri e-Eye Kendra Services from February to August, 2018. It is stated that three to four lakh patients were tested at Community Health Centers and referred to the appropriate service centers. There are no promotional avenues for this category and those who were recruited in 1986 are still continuing in the same post without any promotion. It has been lamented that though the Government of India recommended to establish a three tier promotion system, no steps were taken in that direction. It is requested to improve the pay by assigning a scale corresponding to the present ₹.31460- 84970 (Grade 19) on par with the Assistant Engineer, Community Health Officer and Pharmacy Supervisor.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Paramedical Ophthalmic Officer.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (P) (13)	4550-9600 (13)	7770-18575 (16)	13660-38570 (P) (16)	28940-78910 (17)		
2195-4560 (FE) (11)			12550-35800 (FE) (14)			
Community Health Officer						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Multipurpose Health Extension Officer ₹.25140-73720 (15) Public Health Nurse ₹. 28940-78910 (17)	
Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40150 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19) Assistant Technical Officer / Draughtsman Grade II ₹.24440-71510 (14) Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	Assistant Executive Engineer ₹.37100-91450 (21) Deputy Executive Engineer ₹.42490-96110 (23)

Compared Post: Pharmacy Supervisor						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	15280-40150 (18)	31460-84970 (19)	Pharmacist Grade I ₹. 24440-71510 (14)	
Mode of Appointment: By Direct recruitment						
Qualification: (i) Intermediate with Physics and Biological Sciences or Physical Sciences and Mathematics (ii) Two years full time Diploma course offered by the Regional Institute of Ophthalmology and Regional Eye Hospital.						

Recommendations:

This category is a standalone post with no feeder/promotion channel. Comparison with the posts of Community Health Officer and Pharmacy Supervisor is not apt as these are supervisory posts and are the 3rd level and 2nd level promotion posts in their respective hierarchies. Similarly the post is not comparable with that of Assistant Engineer as their functions are totally different. Keeping the qualifications attached to the post and duties and responsibilities attached in view, it is considered that the existing pay scale is adequate and accordingly a corresponding scale of ₹.44570-127480 (Grade-17) is assigned to this category.

(v). Physiotherapist

17. Physiotherapist (Leprosy) ₹. 31460-84970 (Grade 19)

Request: It is represented that Leprosy is an age old disease carrying superstitions and social stigma. Disability Prevention and Medical Rehabilitation are the major components of National Leprosy Eradication Programme. The duties of Physiotherapist are to implement all Prevention of Impairment Disability (PIOD) activities in the District. Much injustice is said to have been done when lower posts of Non-Medical Supervisor (now designated as Deputy Para Medical Officer) and Health Educator were upgraded vide G.O. Ms. No. 559 HM&FW Department dated 01.10.1985 which was not based on the qualifications nor the change in nature of duties existing at that point of time. Further, the Physiotherapist has been made feeder category to the post of Para Medical Officer whose duration of training is less. It is requested not to consider Para Medical Officer as a promotion category for the post of Physiotherapist and assign this category a pay scale two stages above that of the Para Medical Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Lecturer in Social Science (Former Medico Social Worker Grade I) ₹.31460- 84970 (19) Deputy Para Medical Officer ₹.29760-80930 (18) Assistant Para Medical Officer ₹.25140 – 73270 (15)	Para Medical Officer ₹.35120-87130 (20)
Para Medical Officer						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120- 87130 (20)	Physiotherapists ₹.31460-84970 (19) Deputy Para Medical Officer ₹.29760-80930 (18)	
Mode of Appointment: By Direct Recruitment /promotion from the category of qualified Deputy Para Medical Officer/Lecturer in Social Science and, if not available, by promotion of Assistant Para Medical Officers who have undergone training in Physiotherapy						
Qualification: By Direct Recruitment: B.A or B.Sc Degree and Training in Physiotherapy in Leprosy for one year in a specified institution By promotion: In addition to the above qualifications, three years of service as Deputy Para Medical Officer or five years of service as Assistant Para Medical Officer						

Recommendations:

According to the Service Rules, Physiotherapist (Leprosy) is a feeder post to the post of Para Medical Officer (Grade-20). As such the request to assign higher scale by two stages than the pay scale of the Para Medical Officer is not tenable. Keeping the qualifications and duties and responsibilities attached to the post in

view, it is considered that the existing pay scale is adequate and accordingly a corresponding scale of ₹.48440-137220 (Grade-19) is assigned to this category.

At present the Service Rules provide for the appointment of the category of Lecturers in Social Science (former Medico Social Worker Grade-I) (now assigned Grade-20), who is having a higher academic qualification but without any training in Physiotherapy and is a teaching post, as Physiotherapist (Leprosy). This seems incongruous. The Commission advises the Department to review this provision.

18. Physiotherapist (General)

₹. 23100- 67990 (Grade 13)

Request: It is represented that all the existing Physiotherapists (General) are Graduates in Physiotherapy and undergo six months internship whereas the Physiotherapists (Leprosy) undergo only 10 months training. Further the Physiotherapist (General) attends to different cases pertaining to general medicine, surgery, cardiopulmonary, sports injuries, gynecology and pediatrics etc., whereas the functions of Physiotherapist (Leprosy) are limited to Leprosy and health rehabilitation. But the Physiotherapists (Leprosy) are enjoying Gazetted status and are in a higher pay scale. It is brought out that the Physiotherapists in Insurance Medical Services are also in a higher pay scale The Seventh Central Pay Commission observed that the duties of Occupational Therapists and Physiotherapists are similar. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.35120-87130 (Grade-20) on par with the Occupational Therapist or ₹.31460- 84970 (Grade-19) on par with Physiotherapist (Leprosy).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Physiotherapist (General)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)		
Physiotherapist in Insurance Medical Service.						
2600 - 5580 (15)	5000 - 10600 (15)	7770-18575 (16)	13660-38570 (16)	29760-80930 (18)	Assistant Physiotherapist ₹.17890-53950 (8)	
Compared Post : Occupational Therapist						
2750-5960 (16)	5300-11300 (16)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)		

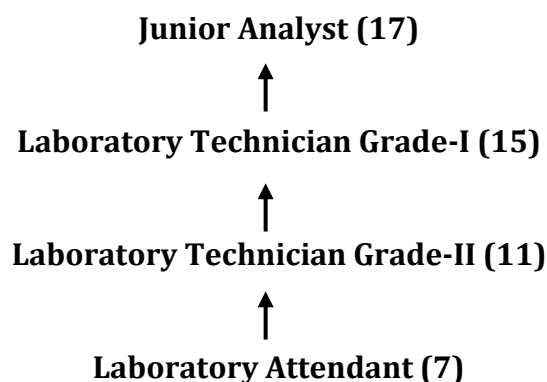
Compared Post : Physiotherapist (Leprosy)						
2930-5960 (17)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Lecturer in Social Science (Former Medico Social Worker Grade I) ₹.31460- 84970 (19) Deputy Para Medical Officer ₹.29760-80930 (18) Assistant Para Medical Officer ₹.25140 – 73270 (15)	Para Medical Officer ₹.35120-87130 (20)
Mode of Appointment: By transfer from any other service, and if not available, by Direct Recruitment						
Qualification: General Education up to Senior Cambridge or Matriculation or equivalent and training in Electrotherapy or Physiotherapy or Physical training with special reference to massaging for at least two years from a recognized institution.						

Recommendations:

It is observed that the qualifications prescribed for this post are much less than the qualifications specified for appointment to the posts compared. The Occupational Therapist has a qualification of B.A./ B.Sc. and Diploma in Occupational Therapy, the Physiotherapist (Leprosy) has the qualification of B.A./ B.Sc. and training in Physiotherapy in Leprosy for one year and the same for the Physiotherapist (IMS) is Intermediate with a Diploma in Physiotherapy (2 years). Keeping the above in view, the Pay Revision Commission assigns the corresponding scale of ₹.35570-109910 (Grade-13) to this category.

(vi) Laboratory Staff

Laboratory Staff
Hierarchy with Pay Grade



The representations submitted are discussed below:

- | | |
|-----------------------------|----------------------------|
| 19. Lab Technician Grade-I | ₹. 25140- 73270 (Grade 15) |
| 20. Lab Technician Grade-II | ₹. 21230-63010 (Grade 11) |
| 21. Laboratory Attendant | ₹. 16400-49870 (Grade 07) |

Laboratory Technician Grade-I.						
Request: It is represented that the Laboratory Technician plays an important role in diagnosis and prognosis of diseases. The report forms the basis for initiating treatment, prescription of medicines, fixation of dosage etc. He plays an important role in ante-natal check-ups, family planning and other surgeries, research work in Micro Biology for drug susceptibility and resistance, blood banks and takes active part in various National Programmes like the Pradhan Mantri Surakshana Matruthva Yojana (PMSMY), National Vector Borne Disease Programme etc. The qualification prescribed is two year Diploma after Intermediate. Lab Technician Grade I is a supervisory post and is in charge of the Laboratory. He maintains the laboratory, takes care of the stock, attends to Bio Chemical tests, water analysis etc. It is requested to assign the Revised Pay Scale corresponding to the scale of ₹.28940 – 78910 (Grade-17) on par with the Public Health Nurse.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6505-15025 (12)	12550-35800 (14)	25140-73270 (15)	Lab Technician Grade-II ₹.21230-63010 (11)	

Compared Post: Public Health Nurse						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Multipurpose Health Supervisor (F) ₹.23100 -67990 (13)	Community Health Officer ₹.31460-84970 (19)
Mode of Appointment : By promotion from the category of Lab Technician Grade II						
Lab Technician Grade II						
Request: It is stated that the duration of training is two year Diploma after Intermediate like the Radiographer Grade II, Para Medical Ophthalmic Officer and Multipurpose Health Assistant (M). But the pay scale of the Lab Technician is lesser than the categories indicated above. It is therefore requested to assign the Revised Pay Scale corresponding to the scale of ₹.25140-73270 (Grade-15) on par with Assistant Para Medical Officer. Another request is to assign the Revised Pay scale of ₹.23100- 67990 (Grade-13) on par with the Radiographer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Lab Technician Grade-II.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3750 - 7650 (09)	5470 - 12385 (09)	10900-31550 (11)	21230 - 63010 (11)	Laboratory Attendant ₹.16400-49870 (07)	Lab Technician Grade-I ₹.25140- 73270 (15)
Compared Post: Assistant Para Medical Officer						
2195-4560 (11)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	25140 - 73270 (15)	No specific category	Deputy Para Medical Officer ₹.29760-80930 (18)
Compared post: Radiographer						
2075 - 4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	23100-67990 (13)	Dark Room Assistant ₹.18400-55410 (09)	Chief Radiographer ₹.28940-78910 (17)
Mode of Appointment: By Promotion from the category of Laboratory Attendant/by Direct Recruitment						
Qualification: Intermediate plus Certificate of Certified Laboratory Technician training course (6 months - 1 year)						

Laboratory Attendant						
Request: It is represented that the Laboratory Attendant assists the Laboratory Technician in diagnosing the diseases. The training for the Laboratory Attendant is a one year course after SSC whereas it is six months after SSC for the Dark Room Assistant but the Dark Room Assistant is in a higher pay scale. It is requested for the Revised Pay scale corresponding to the scale of ₹.18400 – 55410 (Grade-9) on par with that of the Dark Room Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (04)	2990-5810 (05)	4370-9775 (05)	8440-24950 (07)	16400-49870 (07)	Lab Attender ₹.13390-41380 (02)	Lab Technician Grade II ₹.21230-63010 (11)
Compared post: Dark Room Assistant						
1665 - 3200 (06)	3130 - 6150 (06)	4595 - 10285 (06)	9200- 27000 (08)	18400- 55410 (09)	Darkroom Attendant ₹.14600-44870 (P) (04) ₹.13780-42490 (FE) (03)	Radiographer X Ray Technician ₹.23100-67990 (13)
Mode of Appointment: By direct recruitment and by transfer of Lab Attender						
Qualification: Direct Recruitment: SSC and Certificate of Certified Laboratory Attendant Course; By transfer: 8th class and Laboratory Attenders Certificate						

Recommendations:

- (i) **Laboratory Technician Grade-I:** Comparison with the category of Public Health Nurse is not logical as the job profiles are different. The Public Health Nurse is a field functionary whereas the Lab Technician works in the Laboratory. The pay scale attached to the former has been higher by 3-4 pay grades in the 1993, 1999, 2005 and 2010 RPSs and by 2 pay grades in the 2015 RPS. Hence the request for parity is not reasonable.
- (ii) **Laboratory Technician Grade-II:** In this case the compared posts have higher qualifications for direct recruitment and also handle entirely different types of responsibilities. Moreover there has been no prior history of pay parity with these posts. Hence the comparisons made are inappropriate.

(iii) Laboratory Attendant: Here again the qualification of the compared post of Dark Room Assistant is higher (Intermediate Science with Certificate of completion of DRA training course -1 year). Also the two categories were not carrying the same pay scale in any of the past five RPSs. Hence these categories are not comparable.

Considering the above position and after analyzing the pay scales assigned to the various similar technical categories in the Medical & Health Department Sub-ordinate Services with basic academic qualification of Intermediate, duration of various Diploma/ Certification Courses and their respective duties and responsibilities, the Commission is inclined to improve the pay grade of the Laboratory Technician Grade-II by one.

The Commission feels that the present pay grades assigned to the categories of Lab Technician Grade-I and Lab Attendant are appropriate and accordingly maintains status quo for these two categories.

In summary, the following pay scales/ grades are assigned to the three categories:

Lab Technician Grade-I	₹. 38720-118390 (Grade 15)(status quo)
Lab Technician Grade-II	₹. 34580-107210 (Grade 12) (improved by one grade)
Laboratory Attendant	₹. 25220-80910 (Grade 07) (status quo)

These recommendations shall be equally applicable to the same categories in the Insurance Medical Service and Ayush also.

(vii) Statistical wing

**22. Statistical Officer /
Lecturer in Demography ₹. 31460-84970 (Grade 19)**

Request: It is represented that the Statistical Officers/Lecturers in Statistics are stationed in the Directorate of Public Health and Family Welfare, Commissionerate of Family Welfare, District Medical and Health Offices, Regional Training Centers, Urban Local Bodies and in the Medical Colleges. This category is a promotion post to the category of Deputy Statistical Officer with minimum five years of service in that category. The qualification to be posted in Medical Colleges as Lecturers is Post Graduation in Mathematics/ Economics/ Statistics/Population Studies (Demography) and the qualification to be posted in other offices is a Graduation in Mathematics/ Economics/ Statistics/ Population Studies

(Demography) as one of the subjects. The Statistical Officer heads the section which compiles data for various interventions and acts as a liaison officer. He prepares periodical returns for various health care activities and provides analytical and planning mechanism for effective implementation of various National Health Programmes. He is also the nodal officer for various Medical Web Portals. The Statistical Officer used to be on par with the District Extension and Media Officer and District Public Health Nursing Officer till the 1995 Pay Revision. But thereafter the successive Pay Revisions have improved the pay scales of the District Extension and Media Officer and District Public Health Nursing Officer but assigned corresponding scales to this category. It is therefore requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.40270-93780 (Grade 22) on par with the District Extension and Media Officer / District Public Health Nursing Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Statistical Officer / Lecturer in Demography

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
Rs.						
3310-6480 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Deputy Statistical Officer ₹. 28940-78910 (17)	Deputy Director (Statistics) ₹. 46060-98440 (24)
District Extension and Mass Media Officer						
3310-6480 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Health Education and Extension Officer ₹.35120-87130 (20)	Deputy Director (MEM) ₹.46060-98440 (24)
District Public Health Nursing Officer.						
3310-6480 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	40270-93780 (22)	Nursing Tutor Grade I ₹.35120-87130 (20) Community Health Officer (F) Public Health Nurse Instructor ₹.31460-84970 (19) Principal, MPHWSchool ₹.29760-80930 (18)	

Mode of Appointment: Promotion of Deputy Statistical Officer
Qualification: Statistical Officer- Graduate Degree in Statistics/Mathematics/Economics/ Population Studies/ Demography/ Computers with 5 years experience in the feeder category. Lecturer in Demography- Post Graduation in Statistics and Demography

23. **Deputy Statistical Officer** ₹. 28940-78910 (Grade 17)
24. **Assistant Statistical Officer** ₹. 24440-71510 (Grade 14)
25. **L.D. Computers** ₹. 16400-49870 (Grade 07)

Request: It is represented that though the responsibilities attached to the posts of Deputy Statistical Officer and Deputy Para Medical Officer are the same, the pay scale of the former is lesser. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.29760-78910 (18) to this category.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Deputy Statistical Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer ₹.24440 -71510 (14)	Statistical Officer ₹.31460-84970 (19)
Deputy Para Medical Officer						
2525-5390 (14)	5000 - 10600 (15)	8385 - 19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer (former Non-Medical Assistant) ₹.25140-73270 (15)	Para Medical Officer ₹.35120-87130 (20)
Mode of Appointment: Direct Recruitment / by transfer from Assistant Statistical Officer						
Qualification: Direct Recruitment: M.A. or B.A. (Hons) (Maths)/Economics with Statistics as one of the subject or M.A. or B.A. (Hons) (Statistics) or M.Sc., or B.Sc. (Hons) Mathematics with Statistics as one of the subject or M.Sc. or B.Sc. (Hons) with Statistics or M.Com. or B. Com (Hons) with Statistics as one of the subject. Promotion: B.A. (Maths)/Economics or B.Sc. (Maths) with Statistics as one of the subject/B.Com with Statistics as one of the subject. B.A./B.Sc. (Statistics)						

Assistant Statistical Officer

Request: It is represented that the Assistant Statistical Officers are stationed in the Directorate of Public Health and Family Welfare, Commissionerate of Family Welfare, District Medical and Health Offices, Regional Training Centers and Urban Local Bodies. It is a promotional post to the post LD Computer and the qualifications for direct recruitment are B.Sc., (Maths), B.A. (Maths), Economics/B.Com. The duties include liaisoning with the gross root level functionaries, supervision of data collection and preparation of periodical returns for various health activities and participation in special studies. He maintains Mortality and Morbidity statistics. He also prepares various online / offline reports. It is stated that the posts of Statistical Assistant in the Marketing Department/Horticulture Department/Industries Department/Employment and Training Department/Town and Country Planning Department and Backward Classes Welfare Department are in the pay scale of ₹.28940-78910. It is therefore requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.28940-78910 (Grade 17) or at least the Revised Pay Scale corresponding to the scale of ₹.25140-73270 (Grade 15) on par with the Assistant Para Medical Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Assistant Statistical Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195 - 4560 (11)	4190 - 8700 (11)	6505-15025 (12)	11530 - 33200 (12)	24440 - 71510 (14)	L.D. Computer ₹. 16400 - 49870 (07)	Deputy Statistical Officer ₹. 28940-78910 (17)

Posts compared: Statistical Assistant in Marketing Department/ Horticulture/ Industries/ Employment and Training/ Town and Country Planning/ Backward Classes Welfare

2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Computer /Senior Assistant ₹.22460-66330 (12)	
-------------------	--------------------	--------------------	---------------------	---------------------	---	--

Assistant Para Medical Officer

2195-4560 (11)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	25140 - 73270 (15)	Multi-purpose Health Supervisor ₹.23100-67990 (13) Pharmacist/Lab Technician ₹.21230-63010 (11)	Deputy Para Medical Officer ₹.29760-78910 (18)
-------------------	-------------------	--------------------	---------------------	-----------------------	--	--

Mode of Appointment: By Direct Recruitment/promotion of LD Computer						
Qualification: Degree with B.Sc.(Maths), B.A (Math), Economics, B.Com.						
L.D. Computer						
Request: It is stated that the LD Computer has to maintain all the statistical reports in the cluster area and is trained in handling Health and Medical Statistics for a period of one year for effective functioning. It is requested to assign the Revised Pay Scale corresponding to the scale of ₹.18400-55410(Grade 09) on par with the Dark Room Assistant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745 - 3420 (07)	3290 - 6550 (07)	4825 - 10845 (07)	8440 - 24950 (07)	16400 - 49870 (07)	Field Assistant ₹.13000-40270 (01)	Assistant Statistical Officer ₹. 24440 - 71510 (14)
Dark Room Assistant						
1665- 3200 (6)	3130 - 6150 (6)	4595 - 10285 (6)	9200 - 27000 (8)	18400 - 55410 (9)	Dark Room Attendant ₹. 14600-44870 (4) ₹.13780-42490 (3)	Radiographer ₹.23100-67990 (13)
Mode of Appointment : By promotion of Field Assistant/direct recruitment						
Qualification: SSC						

Recommendations: The hierarchy of various posts in the Statistical wings in Medical & Health and Economics & Statistics Departments are given below:

Medical & Health Department

Dy. Director (Stat/Demo) (24) (PG/ Grad)



**(PG) Lecturer in Demography/
Statistical Officer (19) (Grad)**



Deputy Statistical Officer (17) (Grad)



Asst. Statistical Officer (14) (Grad)



Computer (7) (SSC)

Economic & Statistics Department

Dy. Director (Eco & Stat) (24) (PG)



Asst. Dir. (Eco & Stat) (21)



Statistical Officer (19) (Grad)



Dy. Statistical Officer (17) (Grad)



Asst. Statistical Officer (14) (Grad)

Statistical Officer/ Lecturer in Demography:

These posts have no functional resemblance with those of District Extension and Mass media Officer or District Public Health Nursing Officer. As such these comparisons are not appropriate. On a comparison with the category of Statistical Officer (Grade-19) in the Economics and Statistics Department, it is found that the qualification prescribed for the Statistical Officer in the Health and Family Welfare Service Rules is the same as that of the Statistical Officer in the Economics and Statistics Department i.e. a Graduation Degree in specified subjects. The Commission however observes that the Lecturers in Demography, who have to teach in the Medical Colleges, must have Post Graduation qualification in Statistics and Demography as per the stipulations of Note 1 under Rule 2 of the A.P. Health and Family Welfare Service Rules. This is also being observed in practice so as to satisfy the norms of the Medical Council of India. The Commission also finds that in the hierarchy of Statistical Officers in the Medical & Health Department there is no post of Assistant Director (as in the case of Economics & Statistics Dept.) and there is a promotion channel provided for the Statistical Officer/Lecturer in Demography directly to the category of Deputy Director (Statistics/ Demography).

Considering all the above, the Commission feels that it would be appropriate to assign two disparate pay scales to the categories of Lecturer in Demography and Statistical Officer commensurate with their respective qualifications and job profiles even though in the Service Rules they have been clubbed as a single category. Accordingly the following pay scales are assigned:

Lecturer in Demography	₹. 54060-140540 (Grade-20)
Statistical Officer	₹. 48440-137220 (Grade-19)
	(on par with Statistical Officer of Department of Economics & Statistics)

The Commission also advises the Department to amend the Service Rules segregating the two posts of Lecturer in Demography and Statistical Officer into two distinct categories since the qualification requirements and functions are different.

Deputy Statistical Officer

Assistant Statistical Officer:

The functions of the Deputy Statistical Officer and Assistant Statistical Officer are different from those of the Deputy Para Medical Officer and Assistant Para Medical Officer. Hence comparison with these categories is not appropriate. In the Agricultural Marketing Department, Horticulture Department, Industries Department, Employment and Training Department, Town and Country Planning Department and Backward Classes Welfare

Department, the post of Statistical Assistant is filled up by promotion of employees in the category of Computer and also by transfer of Superintendents/ Senior Assistants in APMS who possess Graduation Degree qualification and are in higher pay grades. Thus these posts are comparable to the Deputy Statistical Officer but not to the Assistant Statistical Officer. Further, the Commission finds that the pay scales of the posts of Deputy Statistical Officer and Assistant Statistical Officer in the Medical & Health Department have all along been at par with those of the Deputy Statistical Officer and Assistant Statistical Officer respectively in the Department of Economics and Statistics. Their qualifications are also the same. The Commission does not find ample reasons to deviate from the existing parity.

LD Computers:

This category has compared itself with the Dark Room Assistants. However the Commission finds that the Dark Room Assistant post is a semi-skilled technical category having a comparatively higher prescribed qualification of Intermediate (Science) and pass certificate in the one year training course for Dark Room Assistants. Preference is given to those who have passed CRA examination. The post of L.D. Computer on the other hand is a non-technical category. Hence the two posts are not comparable. Hence status quo may be maintained in respect of pay grade.

Keeping the above in mind, the following pay scales are assigned:

Deputy Statistical Officer	₹. 45830-130580 (Grade 18)
Assistant Statistical Officer	₹. 38720-118390 (Grade 15) (improved by one grade each on par with the same designation in Eco. & Stat. Department)
L.D. Computers	₹. 25220-80910 (Grade 7) (status quo)

(viii) State Health Transport Organization

HIERARCHY OF STAFF OF STATE HEALTH TRANSPORT ORGANIZATION (PAY GRADE)

State Health Transport Officer (29)



Deputy Transport Officer (25)



Assistant Transport Officer (23)



Service Engineer (19)



Foreman (16)



Chargeman (11)

The representation received by the Commission is discussed below:

26. Service Engineer

₹. 31460-84970 (Grade 19)

Request: It is represented that the State Health Transport Organization maintains a large fleet of vehicles for the Medical and Health Department including those meant for the 104 (FDHS) and 108 (Ambulance) services and vehicles under various schemes. It is fully equipped with qualified Engineers on par with those in the PWD and R&B Workshops and other technical departments. The Central Workshop takes up major repairs. Regional Workshops are meant for medium repairs and mobile workshop for minor ones. The Service Engineer post forms feeder category for the post of Assistant Transport Officer who is in charge of Regional Workshops. The Service Engineer was on par with the Assistant Executive Engineer till the 2010 Pay Revisions. The parity was however disturbed in the 2015 Pay Revision. Still parity exists between all the other cadres, i.e. right from the level of the State Health Transport Officer to the Assistant Transport Officer with the corresponding positions of Superintending Engineer to the Deputy Executive Engineer of Engineering Departments. It is requested to restore parity between the Service Engineer and the Assistant Executive Engineer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Foreman ₹.26600-77030 (16)	Assistant Transport Officer ₹.42490-96110 (23)
Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By transfer from the category of Foreman/By Direct Recruitment						
Qualification: By transfer- Diploma in Automobile Engineering/ Mechanical Engineering/ Electrical Engineering/Electronics with three years service in the feeder category. Direct Recruitment – Degree in Electrical Engineering with Automobile Engineering as one of the subjects with a planned apprenticeship for one year in the A.P. Road Transport Corporation or Automobile Workshops or Stores. OR a Diploma in Automobile Engineering/ Mechanical Engineering with not less than 5 years experience in the A.P. State Road Transport Corporation or in a recognized Automobile Workshop or Stores if Degree holders are not available.						

Recommendations:

In the representation a comparison has been made between the hierarchies of various categories in the Engineering Departments and the categories included in the Medical & Health Transport Service. The Commission observes that the method of appointment prescribed for the top two categories in the Medical & Health Transport Service are as follows:

State Transport Officer- By promotion form the category of Deputy Transport Officer or by recruitment by transfer from the category of Superintending Engineer in the P.W.D. workshop in-charge of Transport or by direct recruitment

Deputy Transport Officer:- By promotion form the category of Assistant Transport Officer or by recruitment by transfer from the category of Executive Engineer in the P.W.D. workshop in-charge of Transport or by direct recruitment

Keeping the aforesaid specifications in view, these two categories have been assigned the same pay scale/ grade as those of the Superintending Engineer and Executive Engineer respectively. The next lower category of Assistant Transport

Officer has also been assigned a pay scale equivalent to the Deputy Executive Engineer based on the equivalence of their qualifications.

Now the representation is to equate the next lower category of 'Service Engineer' with that of Assistant Executive Engineer in the Engineering Departments. The Commission notices the following qualifications prescribed for the post of Assistant Executive Engineer and its feeder post of Assistant Engineer (Engineering Departments):

Assistant Executive Engineer- By Direct Recruitment / by transfer - Degree in Engineering

Assistant Engineer - By Direct Recruitment or by promotion- Diploma or Degree in Engineering

It is apparent from the above that the qualifications prescribed for the category of Service Engineer is the same as that specified for the post of Assistant Engineer and not that of the Assistant Executive Engineer. It is also the highest category in the relevant Sub-ordinate Service like that of the category of Assistant Engineer in the Engineering Sub-ordinate Services.

Considering the above, the Commission is of the view that the parity already existing with the post of Assistant Engineer is appropriate and accordingly the scale of ₹.48440-137220 (Grade-19) is assigned to this category.

14. (c). MEDICAL EDUCATION DEPARTMENT

(i) Dieticians

1. Chief Dietician ₹. 49870-100770 (Grade 25)
2. Dietician ₹. 35120-87130 (Grade 20)

Request: It is represented that the post of Dietician was created in early 1960s and the post of Chief Dietician was created in the year 1992 by upgrading the post of Dietician in some of the hospitals. The duties and responsibilities include food service management such as planning the menu, food purchasing, observing safe food storage practices, supervision of food preparation and distribution, taking nutritional care of patients such as nutritional assessment, planning of diets, conduct of diet clinics, effectiveness of life style management in patient care and nutrition education such as imparting nutrition education to nurses and para medical workers etc. The Dieticians used to carry higher scale than the Civil Assistant Surgeons up to 1969 and the Chief Dietician and Dietician were on par with the Civil Surgeon and Civil Assistant Surgeon respectively till 1986. It is asserted that the Dietician used to draw a higher pay scale than the Physical Director (Gazetted) and Librarian in the Revised Pay Scales 2008 and 2010 but the latter were assigned higher pay scales in RPS 2010. It is stated that there are no promotion channels for the post of Chief Dietician. Hence it is requested that the Revised pay scale corresponding to the pay scale of ₹.52590-103290 (Grade-26) and ₹.40270-93780 (Grade-22) be assigned to the Chief Dietician and Dietician respectively.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Chief Dietician.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Dietician ₹.35120-87130 (20)	

Mode of Appointment: By promotion from the post of Dietician.

Qualification: (i) B.Sc. or B.Sc.(Nursing) Degree (ii) Diploma in Applied Nutrition and Deitetics or must have passed Dietician examination of a recognized institution (iii) not less than five years of service as Dietician.

Dietician						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Head Nurse ₹.29760-80930 (18)	Chief Dietitian ₹.49870-100770 (25)
Civil Assistant Surgeon.						
3640-7580 (20)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	40270-93780 (22)		Deputy Civil Surgeon ₹.49870-100770 (25)
Physical Director/ Librarian (Degree Colleges)						
3640-7580 (16)	6950-14425 (16)	10285-24200 (16)	20680-46960 (22)	40270-93780 (22)	Asst. Physical Director ₹.24440-71510 (14)	Librarian of Junior Colleges ₹.37100-91450 (21)
Mode of Appointment: By transfer of qualified Head Nurses from A.P. Nursing Subordinate Service or from any other category in the Medical/ Public Health sub-ordinate services, and if not available, by Direct Recruitment						
Qualification: B.Sc. with one year Diploma course in Applied Nutrition and Dietetics from a recognized Institution.						

Recommendations:

The comparisons made with the cited categories are not appropriate as the job profiles and qualification levels vastly differ. Keeping the qualifications and duties and responsibilities in view, it is considered that the existing pay scales are adequate. Accordingly, the corresponding scales of ₹.76730-162780 (Grade-25) and ₹.54060-140540 (Grade-20) are assigned to the posts of Chief Dietician and Dietician respectively.

(ii) Bio-Chemist

3. Chief Bio-Chemist ₹. 49870- 100770 (Grade 25)

4. Bio-Chemist ₹. 35120- 87130 (Grade 20)

Request: It is stated that the Biochemist and Chief Biochemist play a vital role in the Medical Institutions with new and infective diseases spreading all over. The work load of these posts have increased enormously. Advanced and modern equipments are being put to use. Therefore, the biochemists have to update their knowledge and skill levels. The job involves handling of samples of blood/serum/body fluid/semen, which is risky and dangerous. The qualifications prescribed for these posts in the Medical Education Department are similar to those of equivalent categories in the Institute of Preventive Medicine. Similarly, the duties and responsibilities are also the same. It is represented that the pay scales of the posts of Chief Bio Chemist and Bio Chemist in the Institute of Preventive Medicine are at higher levels. Hence it is requested to assign the pay scale corresponding to ₹.52590-103290 (Grade-26) to the Chief Biochemist and equate the category of Biochemist with the Biochemist in the IPM.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Chief Bio-chemist.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Bio Chemist ₹.35120- 87130 (20)	

Mode of appointment: By promotion of Bio Chemist

Qualifications: By promotion: M.Sc. in Bio Chemistry with five years of service as Bio Chemist

Bio-chemist

3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Non- Medical Assistant (Non-Gazetted) ₹.25140-73270 (15) Junior Analyst ₹. 28940-78910 (17) Non -Medical Demonstrator ₹. 22460-66330 (12)	Chief Bio Chemist ₹.49870- 100770 (25)
-------------------	--------------------	--------------------	---------------------	---------------------	---	--

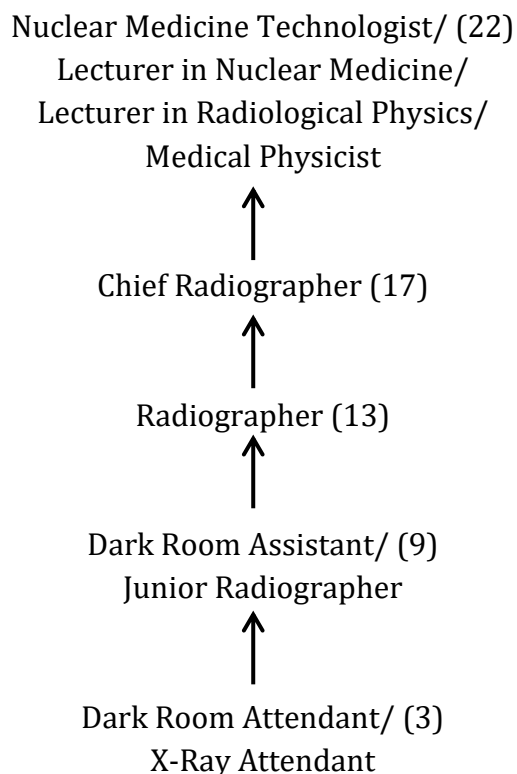
					Lab Technician ₹. 21230-63010 (11)	
Compared Post: Deputy Director (Biochemist) in Institute of Preventive Medicine						
4400- 8700 (23)	8400- 16525 (23)	12385- 27750 (23)	21820- 48160 (23)	46060- 98440 (24)	Senior Analyst ₹.35120-87130 (20)	
Mode of Appointment: By appointment by transfer of a qualified a) Non-Medical Assistant (Non Gazetted) b) Junior Analyst c) Lab Technician and Non-Medical Demonstrators in the category of Demonstrator from a common seniority and, if not available, by Direct Recruitment.						
Qualification: M.Sc. in Bio Chemistry or equivalent						

Recommendations:

It is observed that in the Institute of Preventive Medicine (IPM) there is no post of Chief Biochemist. The highest post in the biochemistry hierarchy is that of Deputy Director (Biochemistry) which was assigned the Pay Grade-24 in the 2015 RPS. This post in the IPM is filled up by promotion of Senior Analysts (Biochemistry) which is in turn filled up by transfer of Junior Analysts. The post of Deputy Director (Biochemistry) is thus the 2nd level promotion post from the category of Junior Analyst (Grade-17). In contrast, the post of Biochemist in the Medical & Health Department is the 1st level promotion post from the same feeder rank of Junior Analyst (Grade-17). At present the category of Biochemist has parity in pay scale with the Senior Analyst in the IPM (both being 1st level promotion posts for Junior Analysts). In view of the above, the Commission feels that there is no sufficient ground to disturb the existing equations. Accordingly the corresponding pay scales of ₹.76730-162780 (Grade-25) and ₹.54060-140540 (Grade-20) are assigned to the Chief Bio Chemist and Biochemist respectively.

(iii) Radiology

Hierarchy of Radiological Imaging Technologist Cadre (Pay Grade)



5. **Nuclear Medicine Technologist /
Lecturer in Nuclear Medicine Techniques /
Lecturer in Radiological physics /
Medical Physicist**

₹. 40270-93780 (Grade 22)

Request: It is represented that this category is the first level Gazetted post in the Radiology Department and there is no promotional channel. Besides attending to the normal duties, the Nuclear Medicine Technologist teaches Nuclear Medicine techniques to the Post Graduate and under Graduate students. He acts as the Radiation Safety Officer. The Chief Radiographer has to acquire additional qualifications of Post Graduate Diploma in Medical Radio Isotope Techniques at Bombay to be promoted as Nuclear Medicine Technologist. It is requested to assign a pay scale on par with the Assistant Professor or Lecturer in Degree Colleges or UGC Scale.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310 - 6840 (19)	6950 - 14425 (20)	10285- 24200 (20)	19050- 45850 (21)	40270 - 93780 (22)	Chief Radiographer ₹.28940-78910 (17)	
Assistant Professor (College of Nursing)						
3310- 6840 (19)	6950- 14425 (20)	10285- 24200 (20)	18030- 43630 (20)	37100- 91450 (21)	Lecturer College of Nursing ₹.31460-84970 (19)	Principal/Professor of Nursing ₹.42490-96110 (23)
Lecturers in Degree Colleges						
3640- 7580 (20)	6950- 14425 (20)	10285- 24200 (20)	20680- 46960 (22)	40270- 93780 (22)	Junior Lecturer ₹.37100-91450 (21)	Principal (UGC Scale)
Mode of Appointment: By transfer of Chief Radiographer/ if not available, by Direct Recruitment						
Qualification: Transfer - (i) B.Sc. with Physics, (ii) one year Post Graduate training course in Hospital Physics and Radiological Physics from Bhabha Atomic Research Centre (BARC) and (iii) Five years service in Radiology Department Direct Recruitment – (i) M.Sc.(Physics or Nuclear Physics) in First Class and (ii) one year Post Graduate training course in Hospital Physics and Radiological Physics from Bhabha Atomic Research Centre (BARC)						

Recommendations:

This category is already drawing a pay scale which is equal to that of the Degree College Lecturers and one pay grade higher than that of the Assistant Professor (Nursing), which are the posts compared with. Grant of UDC pay scale is not within the purview of this Commission. Keeping the qualifications and duties and responsibilities attached to the post in view it is considered that the existing pay scale is adequate. Accordingly, the corresponding pay scale of ₹.61960-151370 (Grade-22) is assigned to this category of posts.

6. **Chief Radiographer** ₹. 28940-78910 (Grade 17)
7. **Radiographer** ₹. 23100-67990 (Grade 13)
8. **Dark Room Assistant** ₹. 18400-55410 (Grade 09)
9. **X-Ray Attendant /** ₹. 14600-44870 (Grade-4) (P)
Dark Room Attendant ₹. 13780-42490 (Grade-3) (F.E.)

Request: It is represented that the Chief Radiographer is a supervisory post. Unless one improves one's qualification, one cannot get promotion as Nuclear Medicine Technologist. He is in-charge of the entire Radiology Department. He is the Radiation Safety Officer level - 1, teaches for CRA and DRA courses duly taking demonstration classes. Besides normal duties, he repairs the X-Ray and other machines. He also takes up servicing and installation of machines throughout the State. It is requested that a pay scale on par with that of the Head Nurse, Deputy Para Medical Officer and Office Superintendent be assigned to this category.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Chief Radiographer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	13660-38570 (16)	28940-78910 (17)	Radiographer ₹.23100-67990 (13)	Nuclear Medicine Technologist ₹.40270 - 93780 (22)

Head Nurse

2525-5390 (14)	4850-10250 (14)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Staff Nurse ₹.25140-73270 (15)	Nursing Superintendent Grade II ₹.35120-87130 (20)
-------------------	--------------------	--------------------	---------------------	---------------------	--------------------------------------	--

Superintendent

2600 - 5580 (15)	5000 - 10600 (15)	7770 - 18575 (16)	14860 - 39540 (17)	28940 - 78910 (17)	Senior Assistant ₹.22460-66330 (12)	Assistant Director ₹.37100-91450 (21)
---------------------	----------------------	----------------------	-----------------------	-----------------------	---	---

Deputy Para Medical Officer

2525-5390 (14)	5000 - 10600 (15)	8385 - 19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer (former Non-Medical Assistant) ₹.25140 - 73270 (15)	Para Medical Officer ₹.35120-87130 (20)
-------------------	----------------------	----------------------	---------------------	---------------------	--	---

Mode of Appointment: Promotion of Radiographer or X-Ray Technician, and if not available, by Direct Recruitment						
Qualification: Pass in CRA examination. Preference is given to the candidates who in addition possess B.Sc., M.Sc., B.Sc.,(Hons) with Physics as main subject.						
Radiographer						
Request: It is stated that this category is a Zonal Post. The promotional channels are very meagre. The functions are arduous in nature demanding much skill. He handles highly sophisticated machines, acts as Radiation Safety Officer Level I in the absence of the Chief Radiographer. He keeps the machine and other apparatus in good working condition. It is requested to draw parity with the ECG Technician/Cardiology Technician and Staff Nurse. It is also requested for assigning a pay scale two stages above that of the Senior Assistants and Refractionists.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2075 - 4270 (10)	3950- 8150 (10)	5750 - 13030 (10)	11530- 33200 (12)	23100 - 67990 (13)	Dark Room Assistant 18400-55410 (09)	Chief Radiographer 28940 – 78910 (17)
E.C.G. Technician						
2075 - 4270 (10)	3950- 8150 (10)	6195 - 14175 (11)	11530 - 33200 (12)	22460 - 66330 (12)		
Cardiology Technician						
2315 - 4880 (12)	4550- 9600 (13)	6675 - 15500 (13)	12550 - 35800 (14)	24440- 71510 (14)		
Staff Nurse						
2315 - 4880 (12)	4430- 9300 (12)	6675- 15500 (13)	12910- 36700 (15)	25140- 73270 (15)	Auxiliary Nurse Midwife ₹.19500-58330 (10)	Head Nurse ₹.29760-80930 (18)
Mode of Appointment: Direct Recruitment/ Promotion from Dark Room Assistant subject to possession of requisite qualifications.						
Qualification: Pass in CRA course examination. Preference is given to the candidates who in addition possess B.Sc., M.Sc., B.Sc.,(Hons) with physics as main subject.						

Dark Room Assistant

Request: It is represented that the Dark Room Assistant was one stage above the pay scale of Junior Assistant in the 1974 and 1978 Pay Revisions. The next Pay Revision Commission assigned higher pay scales to the cadres like Junior Assistant, Telephone Operator etc., whose qualification was SSC/Matriculation. This anomaly was perpetuated in the subsequent pay revisions and finally it was set right by the Tenth Pay Revision Commission by assigning a pay scale to the Dark Room Assistants two stages above the pay scale of the Junior Assistant. Several orders were issued from time to time enhancing the qualifications of the Radiographers and in G.O. Ms. No. 298, HM&FW (K) Department dated 07.09.2004 orders were issued prescribing Intermediate with Science Subject for CRA and DRA training course even for in service candidates. The duties include preparation, developing and fixing solutions required for Dark Rooms under the supervision of the Radiographer, proper development, fixing and washing of the films, maintenance of record of various sizes of empty tins, cardboard boxes, etc.. The Dark Room Assistant also assists the Radiographer in discharging his duties. It is requested that parity in pay scale may be established with the Lab Technician Grade II and Pharmacist Grade II.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1665 - 3220 (06)	3130 - 6150 (06)	4595 - 10285 (06)	9200- 27000 (08)	18400 - 55410 (09)	Lab Assistant / X-Ray Attendant / Dark Room Attendant ₹.14600-4870(P) (4) ₹.13780-42490 (FE) (3)	Radiographer ₹.23100-67990 (13)

Compared Post: Lab Technician Grade II

1875 - 3750 (08)	3750 - 7650 (09)	5470 - 12385 (09)	10900- 31550 (11)	21230 - 63010 (11)		
------------------------	------------------------	-------------------------	-------------------------	--------------------------	--	--

Compared Post: Pharmacist Grade II

1975- 4010 (09)	3750- 7650 (09)	5470- 12325 (09)	10900- 31550 (11)	21230- 63010 (11)	Direct Recruitment	Pharmacist Grade I ₹.24440-71510 (14)
-----------------------	-----------------------	------------------------	-------------------------	-------------------------	-----------------------	---

Qualification: Intermediate and completion of training course for Dark Room Assistants. Preference is given to those who passed CRA examination.

X-Ray Attendant/Dark Room Attendant

Request: It has been represented that the X-Ray Attendant/Dark Room Attendant is a trained official to assist the Radiographer and Dark Room Assistant. He ensures that the floors, walls, ceilings and quadrangle of the premises are kept in perfect clean condition all times. It is requested to assign a pay scale above the last grade by three stages or at least parity with the Lab Attendant, Record Assistant, Tailor etc.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1425- 2525 (P) (02)	2650- 4850 (P) (02)	3950- 8815 (P) (02)	7520- 22430 (P) (04)	14600- 44870 (P) (04)	---	Dark Room Assistant ₹.18400 – 55410 (09)
1375- 2375 (FE) (01)	2550- 4550 (FE) (01)	3850- 8600 (FE) (01)	7100- 21250 (FE) (03)	13780- 42490 (FE) (03)		

Compared Post: Lab Attendant

1535 - 2840 (04)	2990- 5810 (05)	4370- 9775 (05)	8440- 24950 (07)	16400 - 49870 (07)		
------------------------	-----------------------	-----------------------	------------------------	--------------------------	--	--

Compared Post: Record Assistant

1535 - 2840 (04)	2870 - 5470 (04)	4260 - 9520 (04)	7740 - 23040 (05)	15030 - 46060 (05)		
------------------------	------------------------	------------------------	-------------------------	--------------------------	--	--

Compared Post: Tailor

1595 - 3020 (05)	2990 - 5810 (05)	4370 - 9775 (05)	7740 - 23040 (05)	15030 - 46060 (05)		
------------------------	------------------------	------------------------	-------------------------	--------------------------	--	--

Mode of Appointment: By Direct Recruitment or transfer from any other service

Qualification: Pass in Middle School or other equivalent examination, experience in photography and Darkroom work (Development of Film). Preference is given to those who worked under photographers of repute.

Recommendations:

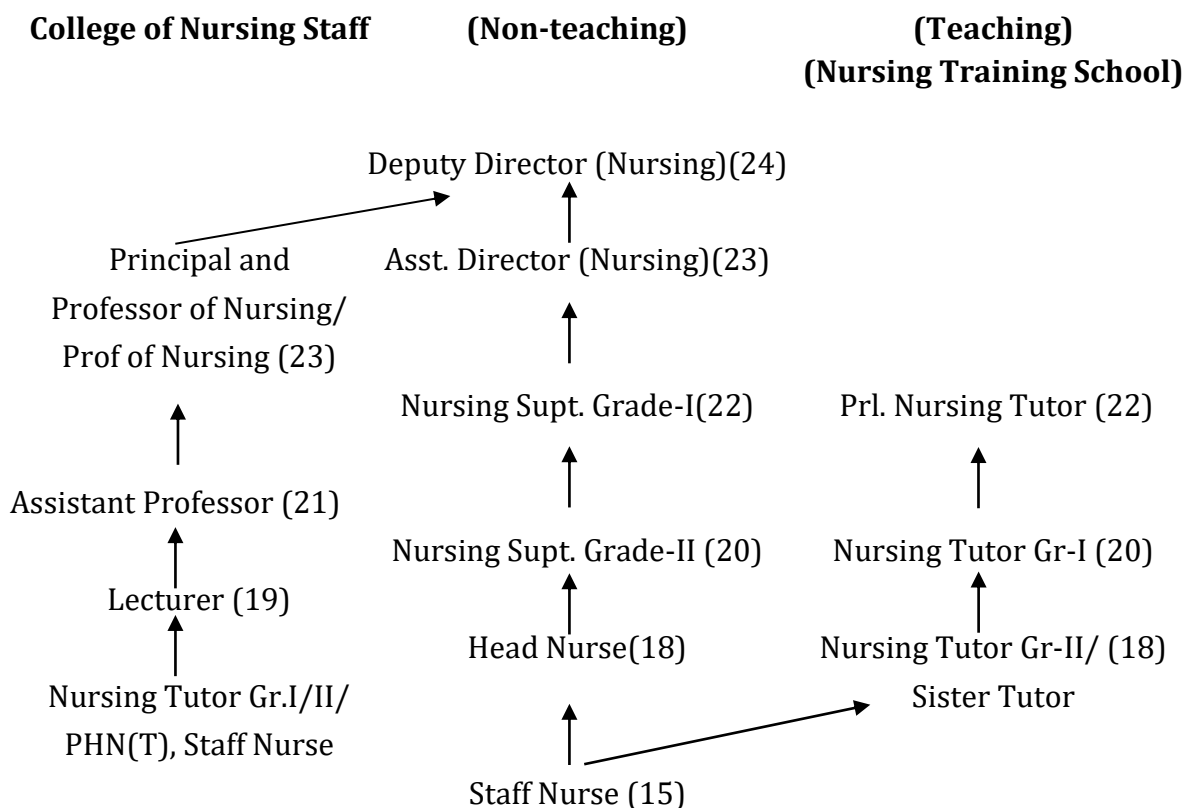
In respect of each of the four categories listed here the posts cited for comparison have different sets of functions and are therefore not easily comparable. Keeping in view the qualifications prescribed for these posts, the nature of duties attached to them and the existing equations with the compared posts, the following pay scales are assigned:

Chief Radiographer	₹. 45830-130580 (Grade-18) (improved by one grade)
Radiographer	₹. 35570-109910 (Grade-13)
Dark Room Assistant	₹. 28280-89720 (Grade-9)
X-Ray Attendant / Dark Room Attendant	₹. 22460-72810 (Grade-4)

The above pay scales shall also be applicable to the same categories of employees working in the Insurance Medical Service

(iv) Nursing

Hierarchy (Pay Grade) of HM&FW Nursing Staff



The representations received from the various categories are discussed below:

10. Deputy Director (Nursing) ₹. 46060 -98440 (Grade 24)

Request: It is represented that there is only one post to supervise the State level Nursing Colleges and it is requested to upgrade the post to that of Joint Director.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400 - 8700 (23)	8400 - 16525 (23)	12385 - 27750 (23)	21820- 48160 (23)	46060 - 98440 (24)	Principal / Professor of Nursing ₹.42490-96110 (23)	
Mode of Appointment: By promotion from the category of Principal / Professor of Nursing, College of Nursing. If no suitable candidate is available for appointment by above method, by promotion of Assistant Director (Nursing).						

Recommendations:

The category of Deputy Director (Nursing) is on par with the Deputy Directors of Medical Education, Health and Ayush on the administrative side. Keeping in view the existing relativities and hierarchical positions it is considered that the existing pay scale is adequate and accordingly the corresponding scale of ₹.70850-158880 (Grade-24) is assigned.

11. Principal and Professor of Nursing ₹. 42490-96110 (Grade 23)

Request: It is represented that there are ten posts of Principals in ten colleges of Nursing in the State. The Principals of Government Medical Colleges are given the status of Additional Director of Medical Education. The Principal, in addition to academic work, looks after administration. It is requested to upgrade the post of Principal to that of Deputy Director by improving the pay scale. Coming to the Professors of Nursing, it is represented that they reach the position after minimum of 30 years of service. They are responsible for imparting Nursing Skills to the students of B.Sc (N) and M.Sc. (N). Most of the teachers are on the verge of retirement as the promotional channels are meagre. Hence it is requested to improve the pay scale by one grade.
--

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400 - 8700 (23)	8400 - 16525 (23)	12385 - 27750 (23)	21820- 48160 (23)	42490- 96110 (23)	Assistant Professor of Nursing ₹.37100-91450 (21)	Deputy Director (Nursing) ₹.46060 - 98440 (24)
Mode of Appointment: By transfer of Professor of Nursing, and if not available, by promotion from the category of Assistant Professor.						

Recommendations:

According to the Colleges of Nursing Service Rules, the post of Principal and Professor of Nursing are inter transferable. They form feeder category for the post of Deputy Director (Nursing). Considering the pay scale/grade assigned to the Deputy Director (Nursing) (i.e. Grade-24) it is felt that the existing pay scale attached to the Principal and Professor of Nursing is adequate. This category is also on par with the Principal of Government Junior Colleges. Accordingly, the corresponding pay scale of ₹.65360-154980 (Grade-23) is assigned to this category.

12. Assistant Professor College of Nursing ₹. 37100-91450 (Grade 21)
13. Lecturer, College of Nursing ₹. 31460-84970 (Grade 19)

Assistant Professor College of Nursing						
Request: It is represented that the Assistant Professor is a promotional post to the post of Lecturer of Nursing. It is also stated that there is an anomaly between the pay scales of the Assistant Professors and Principal Nursing Tutor (Grade-22). It is requested to rectify the anomaly by assigning a higher pay scale.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310- 6840 (19)	6950- 14425 (20)	10285- 24200 (20)	18030- 43630 (20)	37100- 91450 (21)	Lecturer College of Nursing ₹.31460-84970 (19)	Principal/Professor of Nursing ₹.42490-96110 (23)

Comparable post: Principal Nursing Tutor						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	20680-46960 (22)	40270-93780 (22)	Nursing Tutor Grade I ₹.35120-87130 (20)	
Nursing Superintendent Grade I						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	40270-93780 (22)	Nursing Superintendent Grade II ₹.35120-87130 (20)	Assistant Director (Nursing) ₹.42490-96110 (23)
Mode of Appointment: By promotion from the category of Lecturer College of Nursing.						
Lecturer College of Nursing						
Request: It is represented that this is a promotion post and the academic qualification prescribed for this post is M.Sc.(N). They teach various subjects for B.Sc. (N) and M.Sc. (N) in addition to conducting field and clinical trials. It is stated that there is anomaly in the pay structure of Lecturers and Nursing Superintendent Grade II/Nursing Tutor Grade I. It is requested to rectify anomaly by improving the pay scale.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Nursing Tutor Grade I ₹.35120-87130 (20) / Nursing Tutor Grade II ₹.29760-80930 (18)	Assistant Professor ₹.37100-91450 (21)
Compared Post: Nursing Superintendent Grade II						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	35120-87130 (20)	Head Nurse ₹.29760-80930 (18)	Nursing Superintendent Grade I ₹. 40270-93780 (22)

Compared Post: Nursing Tutor Grade I						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	18030-43630 (20)	35120-87130 (20)	Nursing Tutor Grade II ₹.29760-80930 (18)	Principal Nursing Tutor ₹. 40270-93780 (22)
Mode of Appointment: By transfer from the category of Nursing Tutor Grade I/ Nursing Tutor Grade II/ Public Health Nurse/Staff Nurse, in that order of preference.						
Qualification: M.Sc. in Nursing. Must be a registered Nurse and a registered Midwife. Must be a Registered Public Health Nurse.						

Recommendations:

The grievance of the teaching staff of the Nursing Training College is that in respect of certain equivalent categories they are receiving lesser pay grades than their counterparts in the Nursing Training School even though they have a higher qualification of M.Sc.(Nursing) and Registration as Nurse-cum-Midwife as compared to B.Sc. (Nursing) with Registration as Nurse-cum-Midwife of the latter. This is evident in the first and second level promotion posts from the category of Nursing Tutor Grade-II (Pay Grade 18), which is the common feeder category for both the ladders of promotion i.e. the Nursing College and the Nursing School. In respect of these posts, it is seen that the category of Assistant Professor (Nursing) was assigned a higher pay scale compared to that of the Principal Nursing Tutor in the 1999 and 2005 RPSs but the situation got reversed thereafter. Similarly the post of Lecturer (Nursing) was carrying a higher pay scale than that of Nursing Tutor Grade-I in the 1999, 2005 RPSs and then in the 2010 and 2015 RPSs the former lagged behind.

In order to remedy the above position, the pay scales of the categories of Assistant Professor (Nursing) and Lecturer, College of Nursing are improved by one stage each, thus equating them on par with the Principal Nursing Tutor and Nursing Tutor Grade-I respectively. The revised scales are given below:

Assistant Professor	₹. 61960-151370 (Grade 22)
Lecturer	₹. 54060-140540 (Grade 20)

14. Nursing Superintendent Grade-I ₹. 40270- 93780 (Grade 22)

15. Nursing Superintendent Grade-II ₹. 35120- 87130 (Grade 20)

Nursing Superintendent Grade I						
Request: It is represented that the Nursing Superintendent Grade-I is the highest administrative post at the Zonal and State level teaching hospitals. The job chart includes dealing with the service matters, and managing in-service trainings. It is stated that the employees get promoted to this position on the verge of retirement. It is requested that a revised pay scale of ₹.81090- 211220 be assigned to them.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	40270-93780 (22)	Nursing Superintendent Grade II ₹.35120-87130 (20)	Assistant Director (Nursing) ₹.42490-96110 (23)
Mode of Appointment: By promotion of Nursing Superintendent Grade II.						
Nursing Superintendent Grade II						
Request: It is represented that this category is the first level Gazetted post and it takes about 30 years to reach this position. It is the highest administrative post in the District Hospitals. She/ he looks after service matters of sixty to one hundred and thirty nurses. It is requested to assign the revised pay scale corresponding to the pay scale of ₹.40270- 93780 (Grade-22).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	35120-87130 (20)	Head Nurse ₹.29760-80930 (18)	Nursing Superintendent Grade I ₹. 40270-93780 (22)
Mode of Appointment: By appointment by transfer of Head Nurses in AP Medical Education, H&FW Nursing Sub-ordinate Service						
Qualification: Same as qualification of Head Nurse/ Staff Nurse i.e. Intermediate plus 3 years training in General Sick Nursing and 6 months Midwifery training						

Recommendations:

The Commission observes that parities exist (except for 2010 RPS) between the following categories of posts in the Non-teaching and Teaching sides of the AP Medical Education, Health and Family Welfare Service Rules:

Category	1993	1999	2005	2010	2015
Nursing Superintendent Grade-I	19	19	19	20	22
Principal Nursing Tutor	19	19	19	22	22
Nursing Superintendent Grade-II	17	17	17	19	20
Nursing Tutor Grade-I	17	17	17	20	20

There is no logical reason to disturb this parity. Keeping the qualifications, duties and responsibilities and above mentioned parities in view the Commission is of the view that the existing pay scales are adequate. Accordingly, the corresponding pay scales are assigned as follows:

Nursing Superintendent Grade I ₹.61960-151370 (Grade 22)

Nursing Superintendent Grade II ₹.54060-140540 (Grade 20)

16. Head Nurse ₹. 29760-80930 (Grade 18)

17. Staff Nurse ₹. 25140 -73270 (Grade 15)

Head Nurse						
Request: It is represented that Head Nurse is a supervisory post and forms the promotion category for the post of Staff Nurse. It is requested to assign the Revised Pay Scale corresponding to the pay of ₹.31460- 84970 (Grade-19).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Staff Nurse ₹.25140-73270 (15)	Nursing Superintendent Grade II ₹.35120-87130 (20)
Mode of Appointment: By promotion from the category of Staff Nurse/By Direct Recruitment						
Qualification: Intermediate + 3 ½ years General Nursing or (4) years B.Sc. Nursing.						
Staff Nurse						
Request: It is represented that the Staff Nurse is an important position in the Department but is a neglected one. It is regretted that the successive Pay Revision Commissions have assigned						

lesser pay scales than that of the Para Medical Ophthalmic Officer (Former Ophthalmic Assistant) and Health Educator, whose qualifications are less than the qualifications of the Staff Nurse. It is therefore requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.28940-78910 (Grade-17) to this category.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315 - 4880 (12)	4430 - 9300 (12)	6675 - 15500 (13)	12910 - 36700 (15)	25140 - 73270 (15)	Auxiliary Nurse Midwife ₹.19500-58330 (10)	Head Nurse ₹.29760-80930 (18)
Para Medical Ophthalmic Officer (Former Ophthalmic Assistant)						
2375- 5040 (P) (13)	4550- 9600 (13)	7770- 18575 (16)	13660- 38570 (P) (16)	28940- 78910 (17)	Direct Recruitment	
2195- 4560 (FE) (11)			12550- 35800 (FE) (14)			
Health Educator						
2315- 4880 (12)	4550- 9600 (13)	8385- 19125 (17)	14860- 39540 (EIP) (17)	28940- 78910 (17)	Multi- Purpose Health Supervisor ₹.23100 – 67990 (13)	Deputy District Extension and Media Officer ₹.31460-84970 (19)
Mode of Appointment: By promotion from the category of Auxiliary Nurse Midwife/Maternity Assistant or by transfer from other services.						
Qualification: Intermediate + 3 ½ years General Nursing or (4) years B.Sc Nursing.						

Recommendations:

a) Head Nurse-

The Commission finds that parity exists between the following categories of posts in the Non-teaching and Teaching sides of the AP Medical Education, Health and Family Welfare Service Rules:

Category	1993	1999	2005	2010	2015
Nursing Tutor Grade-II	14	14	16	17	18
Head Nurse	14	14	16	17	18

There is no logical reason to disturb this parity.

b) Staff Nurse-

The Commission finds that the category of Ophthalmic Officer, with whom a comparison has been drawn, has a prescribed qualification of pass in Intermediate with Physics and Biological Sciences or Physical Sciences and Mathematics plus a pass in the two-year full time Diploma course offered by the Regional Institute of Ophthalmology and Regional Eye Hospitals. It is however a standalone post with no promotional opportunities, whereas the category of Staff Nurse has potentially a long ladder of promotional opportunities as Head Nurse, Nursing Superintendent Grade-II, Nursing Superintendent Grade-I, A.D. (Nursing) and D.D. (Nursing) which are positioned at Grades 18, 20, 22, 23 and 24 respectively. Moreover the two posts have a lot of difference in their functions and skill levels. We also find that in the 1999, 2005 and 2015 PRCs the category of Ophthalmic Officer was assigned comparatively higher pay scales.

In respect of the category of Health Educator, the qualification prescribed is at a higher level i.e. Graduate Degree with Post Graduate Diploma in Health Education (1 year). This apart their duties involve carrying out information, education and communication (IEC) to bring designed behavioural changes in the community about the communicable and non-communicable diseases, maternal and child health care, immunization etc. which are entirely different compared to those assigned to the category of Staff Nurse. Moreover the pay scale assigned to this category has been at a comparatively higher level in the 1999, 2005 and 2015 PRCs.

Keeping the above aspects in view the Commission assigns the following pay scales:

Head Nurse	₹. 45830-130580 (Grade 18)
Staff Nurse	₹. 40970-124380 (Grade 16) (improved by one grade)

Commensurate with the above, the category of Sister Tutor in Public Health Nursing School. which is a promotion post for the category of Staff Nurse and which is equivalent to the categories of Head Nurse and Nursing Tutor Grade-II, both of whom are at pay grade-18, is also assigned the same revised pay scale of ₹.45830-130580. (Grade-18). This scale would be applicable to the category of 'Sister Tutor' in both the Directorates of Family Welfare and Medical Education. (In the 2010 RPS this category was assigned Pay Grade 18 in the Directorates of Family Welfare and Pay Grade 17 in the Directorates of Medical Education)

The above recommended revision of pay scales shall be equally applicable to the Head Nurses and Staff Nurses working in the Insurance Medical Service.

v. Pharmacists

18. Pharmacy Supervisor	₹. 31460-84970 (Grade 19)
19.. Pharmacist Grade-I	₹. 24440-71510 (Grade 14)
20. Pharmacist Grade-II	₹. 21230-63010 (Grade 11)

Request: It is represented that the Pharmacists constitute a strong and vital stream of the health care team. Their responsibilities include dispensing medicines, monitoring patient health and regulating the dosage of medication depending upon the response of the patient. They educate the patients about proper dosage of medicines as per the prescription and advice of the doctors, nurses and other health professionals. The Pharmacists strive to cure diseases and eliminate/reduce symptoms. They are also responsible for proper storage of medicines/surgical equipments/ vaccines, preparation of indents, keeping a watch on dates of expiry of various medicines, disposing off expired drugs, looking after office work and imparting practical training to pharmacy students. In addition they perform duties pertaining to e-aushadhi, and maintenance of cold chain etc. It is alleged that the Pharmacists are being assigned lower pay scales than many other categories who were drawing lesser pay scales in the 1974 and 1978 Pay Revisions.

Pharmacy Supervisor -

The Pharmacy Supervisor is stationed at the District Medical and Health Offices, Teaching Hospitals and District Headquarters Hospitals. It is requested to assign a pay scale on par with the Administrative Officer and Nursing Superintendent Grade II. There is another request to assign a pay scale on par with Health Education & Extension Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Pharmacy Supervisor

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	15280-40150 (18)	31460-84970 (19)	Pharmacist Grade I ₹.24440-71510 (14)	

Compared Post: Nursing Superintendent Grade II

2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	35120-87130 (20)	Head Nurse ₹.29760-80930 (18)	Nursing Superintendent Grade I ₹. 40270-93780 (22)
-------------------	--------------------	--------------------	---------------------	---------------------	-------------------------------------	--

Administrative Officer

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹.29840-78910 (17)	Assistant Director ₹.40270-93780 (22)
-------------------	--------------------	--------------------	---------------------	---------------------	---	---

Health Education & Extension Officer

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy District Extension and Media Officer ₹.31460-84970 (19)	District Extension and Media Officer ₹.40270-93780 (22)
-------------------	--------------------	--------------------	---------------------	---------------------	--	--

Mode of Appointment: By promotion from Pharmacist Grade I.

Pharmacist Grade I

Request: It is stated that the category of Pharmacist Grade II, a step below the Pharmacist Grade-I, used to carry higher scale than that of the Assistant Para Medical Officers (former Non-Medical Assistant) and Staff Nurse in 1975. The Pharmacist Grade I is a promotion post to Pharmacist Grade II and one gets promotion after thirty long years and in many cases even more than that whereas the mode of appointment of the Staff Nurse and Assistant Para Medical Officer is by Direct Recruitment. There are only 65 posts of Pharmacist Grade II. It is requested to assign a pay scale on par with Head Nurse and Public Health Nurse.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion post
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	24440-71510 (14)	Pharmacist Grade II ₹.21230-63010 (11)	Pharmacist Supervisor ₹.31460-84970 (19)
Compared Post: Head Nurse						
2525-5390 (14)	4850-10250 (14)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Staff Nurse ₹.25140-73270 (15)	Nursing Superintendent Grade II ₹.35120-87130 (20)
Compared Post: Public Health Nurse						
2525 - 5390 (14)	5000 - 10600 (15)	7770 - 18575 (16)	14860-39540 (17)	28940 - 78910 (17)	Multipurpose Health Supervisor(F) ₹.23100-67990 (13)	Community Health Officer ₹.31460-84970 (19)
Mode of Appointment: Promotion from Pharmacist Grade II						
<p>Pharmacist Grade II: It is represented that the qualification and duration of training of Pharmacist Grade-II are higher than those of Radiographer, Refractionist and Health Inspector. All these categories were in the same scale of pay in the 1974 Pay Scales. However, the Pharmacist Grade-II is being assigned lesser pay scale in the subsequent Pay Revisions. It is requested to assign the pay scales enjoyed by other Technical Diploma holders to the Pharmacist Grade II, as recommended by the AICTE, or they should be given the pay scale of Staff Nurse. During the meeting with the Associations there was a request for the pay scale on par with that of the Multipurpose Health Supervisors.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	Pharmacist Grade I ₹.24440-71510 (14)
Compared Post: Staff Nurse						
2315-4880 (12)	4430-9300 (12)	6675-15500 (13)	12910-36700 (15)	25140-73270 (15)	Direct Recruitment	Head Nurse ₹.29760-80930 (18)

Compared Post: Radiographer						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	23100-67990 (13)	Dark Room Assistant ₹.18400-55410(09)	Chief Radiographer ₹.28940-78910 (17)
Compared Post: Refractionist						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	24440-71510 (14)		
Compared Post: Multipurpose Health Supervisor						
2075 - 4270 (10)	3950 - 8150 (10)	5750 - 13030 (10)	11530 - 33200 (12)	23100 - 67990 (13)	Multipurpose Health Assistant ₹.21230 - 63010 (11)	Multipurpose Health Extension Officer ₹.25140- 73270 (15)
Mode of Appointment: By Direct Recruitment						
Qualification: Intermediate or its equivalent examination with a Diploma in Pharmacy (2 years) awarded by the Andhra State Board of Technical Education plus 3 months internship						

Recommendations:

Pharmacy Supervisor: Comparison has been drawn with posts whose functional domains are totally different. Considering the qualification, duties and responsibilities, the Commission feels that the existing pay scale is adequate and therefore status quo may be maintained.

Pharmacist Grade-I & II: It is seen that in respect of the Pharmacist Grade-II, the compared posts have all along carried relatively higher pay scales. The Commission finds that the basic academic qualification for the compared technical post of Refractionist is Intermediate. The subsequent additional qualifications is a two year Certificate Course of Refractionist and Optician. It is a standalone post without any promotion channel. In respect of Radiographers the qualification is higher i.e. a Graduation Degree with Physics as a subject and a pass in CRA examination. The post of MPHS is a first level promotion post for MPHA and functionally it is not comparable to that of Pharmacist Grade-II. The Staff Nurse is also not comparable from any angle.

Similarly the categories cited for comparison in respect of Pharmacist Grade-I are not functionally equivalent to it. During discussions with the service association of Pharmacists, the Commission was apprised of the heavy work load

placed on these functionaries relating to dispensation of medicines, maintenance and reporting of stock position etc.

Keeping the duties and responsibilities in view, the Commission feels it would be proper to enhance the pay grades of Pharmacist Grade-II and Grade-I by two and one grade respectively. Accordingly, the following pay scales are assigned:

Pharmacy Supervisor	₹. 48440-137220 (Grade-19)
Pharmacist Grade-I	₹. 38720-118390 (Grade-15)
Pharmacist Grade-II	₹. 35570-109910 (Grade-13)

These recommendations shall also apply to the same categories in Insurance Medical Service.

(vi) Social Science

21. Social Science Instructor	₹. 31460- 84970 (Grade 19)
22. Lecturer in Social Science (Former Medico Social Worker Grade I)	₹. 31460- 84970 (Grade 19)
23. Medico Social Worker Grade II	₹. 25140- 73270 (Grade 15)

Social Science Instructor						
Request: It is represented that the post of Social Science Instructor is positioned at the Regional Training Centers. The incumbents assist in planning, conducting, evaluating and reporting of training and teaching programmes organized by the training centers. They teach Social Sciences, duly integrating them with concepts of family planning. It is stated that though it is a teaching post and the required qualification is post-graduation, it carries a relatively lesser pay scale than that of the Chief Dietician, Deputy Director (MEM) and Assistant Director of Nursing. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.49870-100770 (25).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Lecturer in Social Science ₹.31460- 84970 (19)	

Compared Post: Chief Dietician						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Bio Chemist/Dietician ₹. 35120- 87130 (20)	
Deputy Director (MEM)						
4400 - 8700 (23)	8400 - 16525 (23)	12385 - 27750 (23)	21820- 48160 (23)	46060- 98440 (24)	District Extension and Media Officer ₹.40270-93780 (22)	
Compared Post: Assistant Director (Nursing)						
		11755-26300 (22)	20680-46960 (22)	42490-96110 (23)	Nursing Superintendent Grade I/ Principal Nursing Tutor ₹.40270-93780 (22)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By transfer of Lecturer in Social Science or by Direct Recruitment						
Qualification: B.A. with Diploma in Health Education or DSSA or MA (Sociology) or MA (Social Work) including Family Planning						
Lecturer in Social Science						
Request: It is represented that the Lecturer in Social Science teaches Sociology and Behavioural Science to the students of MBBS, conducts seminars for medical students in rural and urban areas and counsels patients suffering from dreadful diseases like TB, HIV and Cancer. They are classified as teaching staff. It is requested that a pay scale corresponding to ₹.40270-93780 (Grade-22) be assigned to them.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550 - 9600 (13)	*9285-21550 (19) 6675-15500 (13)	*16150-42590 (19) 12910-36700 (15)	31460-84970 (19)	Medico Social Worker Grade II ₹.25140- 73270 (15)	Social Science Instructor ₹.31460- 84970 (19)
* As personal to those who were recruited with P.G. Qualification in Siddhardha Medical College which was brought under the Administration Control of Medical Education Department.						

Posts compared: Lecturer/Librarian/Physical Director in Government Degree Colleges						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	20680-46960 (22)	40270-93780 (22)	Junior Lecturer ₹.37100-91450 (21)	Principal In case of Lecturers
Mode of Appointment: By promotion from Medico Social Worker Grade II						
Qualification: (i) Post Graduate Degree i.e. MSW (Master of Social Work). In case the candidates with the Post Graduate Degree in Social Work are not available, candidates with M.A., Sociology may be considered. (ii) Must have minimum 5 years field work experience in the related posts only i.e., in Andhra Pradesh Medical Subordinate Service employees and Public Health Subordinate Services						
Medico Social Worker Grade II						
Request: It is represented that the Medico Social Workers Grade II are stationed in teaching hospitals. The job involves counselling of the patients suffering from dreadful diseases like TB, HIV etc. It is requested to assign the Revised pay scale corresponding to the scale of ₹.31460-84970 (Grade 19) on par with the Ophthalmic Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2075-4270 (10)	3950 - 8150 (10)	5750 - 13030 (10)	11530-33200 (12)	25140-73270 (15)		Medico Social Worker Grade I ₹.31460- 84970 (19)
Para Medical Ophthalmic Officer						
2375-5040 (P) (13)	4550-9600 (13)	7770-18575 (16)	13660-38570 (P) (16)	28940-78910 (17)		
2195-4560 (FE) (11)			12550-35800 (FE) (14)			
Mode of Appointment: Direct recruitment/ for special reasons transfer from any other service						
Qualification: (i) Bachelor Degree in Social Work or any Degree with Social Work as one of the subjects; and (ii) 2 years field work experience						

Recommendations:

Orders were issued in G.O. Ms. No. 190 Health, Medical and Family Welfare Department dated 17.08.2012 enhancing the qualifications of Medico Social Workers Grade I and Grade II to Post Graduation and Graduation respectively with service experience in the field. Keeping these orders in view the Tenth Pay Revision Commission removed the distinction between those employees who were recruited with P.G. qualification in Siddhardha Medical College, which was brought under the Administration Control of the Medical Education Department, and those borne on the department and assigned them a common scale. Subsequently, orders were issued in G.O. Ms. No. 7 Health Medical and Family Welfare Department dated 30.01.2018 re-designating the post of Medico Socio Worker Grade-I as Lecturer in Social Sciences and conferring gazetted status on it. The Commission finds that as per the relevant Service Rules the category of Social Science Instructor can be filled up by transfer of employees from the post of Lecturer in Social Science. Taking all these aspects into consideration, the following pay scales are assigned:

Social Science Instructor	₹. 57100-147760 (Grade-21) (Enhanced by two grades)
Lecturer in Social Science	₹. 54060-140540 (Grade-20) (Enhanced by one grade)
Medico Social Worker Grade-II	₹. 40970-124380 (Grade-16) (Enhanced by one grade)

The Commission further recommends that on par with the Lecturer in Social Science and Lecturer in Demography, the Lecturer in Entomology (Qualification- M.Sc./B.Sc. (Hons) in Zoology, appointed by direct recruitment/ on tenure basis of Senior Entomologist) shall also carry a pay scale of ₹.54060-140540 (Grade-20) (improved by one grade).

(vii) Medical Record Officer

24. Medical Record Officer	₹. 28940-78910 (Grade 17)
25. Medical Record Technician	₹. 22460-66330 (Grade 12)
26. Medical Record Clerk	₹. 16400-49870 (Grade 07)

Request: It is represented that the functions of the Medical Record Officer include assisting the Resident Medical Officer in upkeep of the case sheets of the patients discharged from wards, in maintaining required records, issue of admission, discharge, death and other certificates. It is stated that the Medical Record Officer and Pharmacist Supervisor were having equal pay scales till the 2005 Pay Revision. Thereafter, the pay scale of the Pharmacist Supervisor was improved substantially in the subsequent pay

revisions compared to that of the Medical Record Officer. Similar is the case with the Librarians. It is further mentioned that the Medical Record Technician also used to have parity with the Pharmacist Grade I till the 2005 Pay Revision but subsequently assigned lesser scale. The qualifications are similar. It is therefore requested to assign the pay scale corresponding to ₹.31460- 84970 (Grade-19) to the Medical Record Officer on par with the Pharmacist Supervisor, ₹.24440-71510 (Grade-14) to the Medical Record Technician on par with the Pharmacist Grade I and ₹.21230- 63010 (Grade-11) to the Medical Record Clerk on par with Pharmacist Grade II.

Medical Record Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Medical Record Technician ₹.22460-66330 (12)	

Compared Post: Pharmacist Supervisor

2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	15280-40510 (18)	31460-84970 (19)	Pharmacist Grade I ₹.24440-71510 (14)	
-------------------	--------------------	--------------------	---------------------	---------------------	---	--

Mode of Appointment: By promotion from the lower category (Medical Record Technician) or by direct recruitment if such candidates are not available.

Qualification: (a) A degree of B A., B.Sc., or B.Com. or any equivalent Bachelor Degree. Preference shall be given to a Graduate with Statistics as a subject ;

(b) Preference to candidates with Hospital experience for a minimum period of six months

(c) Preference to candidates with a pass in Lower Grade Typewriting examination or knowledge of typewriting with a minimum speed of 40 words per minute;

(d) Ordinarily one year training as Medical Record Officer in the Christian Medical College, Vellore or any other recognized center or the equivalent thereof

Medical Record Technician

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Medical Record Clerk ₹. 16400-49870 (07)	Medical Record Officer ₹.28940-78910 (17)

Compared Post: Pharmacist Grade I						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	24440-71510 (14)	Pharmacist Grade II ₹.21230-63010 (11)	Pharmacist Supervisor ₹. 28940-78910 (17)
Mode of Appointment: By transfer on promotion from the lower category (Medical Record Clerk) or by direct recruitment if such candidates are not available.						
Qualification: (a) Pass in Intermediate or equivalent (b) Pass in Lower Grade Type writing Examination or knowledge of type writing with minimum speed of 40 words per minute (c) Competence in written and spoken English (d) Three months training as Medical Record Technician in the Christian Medical College, Vellore or in any other recognized Center or the equivalent thereof (e) Preference to candidates with Hospital experience for a minimum period of six months.						
Medical Record Clerk						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)		Medical Record Technician ₹.22460-66330 (12)
Compared Post: Pharmacist Grade II						
1975-4010 (09)	3750-7650 (09)	5470-12325 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	Pharmacist Grade I ₹.24440-71510 (14)
Mode of Appointment: By transfer from lower category or by direct recruitment if such candidates are not available.						
Qualification: (a) Pass in S.S.L.C./H. S C/Matriculation or any other equivalent examination; (b) Preferably pass in Lower Grade Type Writing Examination or knowledge of type wiring with a minimum speed of 40 words per minute; (c) Ability in written English.						

Recommendations:

The Medical Record Officer supervises the lower level staff of the Medical Record Department, co-ordinates with Doctors, Nurses and Pharmacy staff, audits case sheets and attends Medical Boards and Law Courts with relevant records. The Medical Record Technician collects the Birth and Death Registration Certificate, assists the Medical Board and points out deficiencies in Case Sheets. The Medical Record Clerk issues in-patient/ out-patient tickets and Case Sheets and collects and maintains records and statistics. Basically they perform medical records maintenance and management work. These three categories of posts are in the direct line of promotion in the hierarchy of Medical Record Staff.

The posts of Medical Record Officer, Medical Record Technician and Medical Record Clerk do not compare with the Pharmacists and Librarians as the job charts and job requirements are entirely different. Their qualifications are also different. Historically, these three categories used to have parity with the Ministerial Service posts of Superintendent, Senior Assistant and Junior Assistant respectively. However the qualification levels of the Junior/Senior Assistants in APMS have been enhanced since 2014 to the level of Graduate Degree with proficiency in Office Automation with usage of computer and associated software. No similar changes in the qualification levels of the Medical Record Technician and Medical Record Clerk through amendment of the Service Rules have been placed before the Commission. The qualification levels in respect of the Medical Record Officer and Superintendent are however equivalent.

Keeping the above in view, the following pay scales are assigned:

Medical Record Officer	₹. 45830-130580 (Grade-18) (improved by one grade on par with Superintendents)
Medical Record Technician	₹. 34580-107210 (Grade-12)
Medical Record Clerk	₹. 25220-80910 (Grade-7)

(viii) Non-Medical Assistant

27. **Non-Medical Assistant (Gazetted)** ₹. 35120- 87130 (Grade 20)
28. **Non-Medical Assistant (Non-Gazetted)** ₹. 28940-78910 (Grade 17)
29. **Non-Medical Demonstrator** ₹. 22460-66330 (Grade 12)

Request: It is represented that originally the posts of Non-Medical Assistants and Non-Medical Demonstrators were created in 1979. They demonstrate and teach analytical chemistry practical classes to under Graduate and Post Graduate medical students. Thus they are in the teaching side whereas the post of Junior Analyst is in the hospital side. However, the category of Junior Analyst has been made as a feeder category to the post of Non-Medical Assistant (Gazetted). The Junior Analyst has another channel of promotion as Senior Analyst. The inclusion of Junior Analyst is disadvantageous to the Non-Medical Assistants and Non-Medical Demonstrators. It is requested to assign the Revised Pay scales corresponding to the scales of ₹.40270- 93780 (Grade-22), ₹.31460-84970 (Grade-19) and ₹. 28940-78910 (Grade-17) to the Non-Medical Assistant (Gazetted), Non-Medical Assistant (Non Gazetted) and Non-Medical Demonstrator respectively.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Non-Medical Assistant(Gazetted)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Non-Medical Assistant (N.G.) ₹.28940- 78910 (17) Junior Analyst ₹.28940-78910 (17)	

Mode of Appointment: By transfer of a qualified Non-Medical Assistant (Non Gazetted), District Malaria Officer (Non Gazetted) and Junior Analyst, and if not available, by direct recruitment.

Qualification: Transfer- B.Sc. with Chemistry and five years of service in the feeder category.

Direct Recruitment: First Class M.Sc. in Chemistry or an equivalent qualification

Non-Medical Assistant to the Professor Bio Chemistry/Bacteriology (Non-Gazetted)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12910-36700 (15)	28940-78910 (17)	Non-Medical Demonstrator ₹.22460-66330 (12)	Non-Medical Assistant (Gazetted) ₹.35120- 87130 (20)
Mode of Appointment: Non-Medical Assistant to the Professor of Bio Chemistry/Bacteriology: By transfer from Non-Medical Demonstrators of Bio-Chemistry or from any other class or category of the same or any other service or, if not available, by Direct Recruitment						
Qualification: Non-Medical Assistant to the Professor of Bio Chemistry– M.Sc. by research in Bio-chemistry or Chemistry or a first or second class degree in M.Sc. or B.Sc. (Hons) in Bio Chemistry. These qualifications shall not be necessary for a Non-Medical Demonstrator who has put in five years of service in that post; Non-Medical Assistant to the Professor of Bacteriology - a first or second class degree in M.Sc. or B.Sc. (Hons) in Chemistry.						
Non-Medical Demonstrator (Non Gazetted)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	22460-66330 (12)		Non-Medical Assistant (Gazetted) ₹.28940-78910 (17)
Mode of Appointment: By Direct Recruitment or for special reasons by transfer from other Subordinate Services						
Qualification: B.Sc. with Chemistry as one of the subjects						

Recommendations:

No comparison has been drawn with any other category and no anomaly has been pointed out. The grievance is about inclusion of Junior Analyst as one of the feeder categories for promotion to the post of Non-Medical Assistant (Gazetted). The request for its exclusion involves amendment of the Service Rules and does not come under the purview of the Pay Revision Commission. Keeping the

qualifications and duties and responsibilities attached to the post in view, the following pay scales are assigned to these categories:

Non-Medical Assistant (Gazetted)	₹. 54060-140540 (Grade-20)
Non-Medical Assistant (Non-Gazetted)	₹. 45830-130580 (Grade-18) (Improved by one grade)
Non-Medical Demonstrator	₹. 35570-109910 (Grade-13) (Improved by one grade)

(ix) Library staff

30. Librarian	₹. 40270-93780 (Grade 22)
31. Assistant Librarian	₹. 35120-87130 (Grade 20)

Librarian						
Request: It is stated that the educational qualifications prescribed for the post of Librarian are a Post Graduate Degree and a Post-Graduation in Library Science. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.42490- 96110 (Grade 23). There is another request to assign the Revised Pay Scale corresponding to the pay scale of ₹.49870-100770 (25) on par with Chief Dietician/Chief Biochemist.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	20680-46960 (22)	40270-93780 (22)	Assistant Librarian ₹.35120-87130 (20)	
Chief Dietician / Chief Bio-Chemist						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Bio Chemist/ Dietician ₹. 35120- 87130 (20)	
Mode of Appointment: By promotion from the category of Assistant Librarian/Direct Recruitment						
Qualification: By promotion: B.A./B.Sc./B.Com. and M.L.Sc. or M.A./M.Sc./M.Com with B.L.Sc. By Direct Recruitment: First or Second Class M.A./M.Sc./M.Com with M.L.Sc. Desirable: 1. Degree in Biology. 2. Knowledge of Computerized databases and experience with a bibliographic utility such as medicine 3. Effective communication skills.						

Assistant Librarian.						
Request: It is represented that the educational and technical qualifications for the post are any Bachelor Degree along with a Bachelor Degree in Library Science. It is requested for a pay scale which is an improved Revised Pay Scale corresponding to the present scale of ₹.37100- 91450 (Grade-21)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	18030-43630 (20)	35120-87130 (20)		Librarian ₹.40270-93780 (22)
Mode of Appointment: By Direct recruitment or by transfer from any other category						
Qualification: Any Graduate Degree and also Degree in Bachelor of Library Science. Desirable-Degree in Biology. Knowledge of Computerized database.						

Recommendations:

The post of Librarian does not compare with that of the Chief Dietician/Chief Biochemist as the functions are entirely different. In respect of the category of Assistant Librarian no comparison has been drawn with any post. At present the pay scale of the category of Librarian of Medical Colleges is at par with that of the Librarian of Degree Colleges. There is no strong reason to deviate from the same. Hence the same parity is continued and accordingly the corresponding pay scale of ₹.61960-151370 (Grade-22) is assigned to the category of Librarians.

Coming to Assistant Librarians, it is considered that the pay scale is adequate keeping in view the qualifications and duties and responsibilities. Accordingly, a corresponding pay scale of ₹.54060-140540 (Grade-20) is assigned to this category.

14.(d). DRUGS CONTROL ADMINISTRATION DEPARTMENT

The Drugs Control Administration initially used to be an integral part of the Directorate of Medical Services. A separate Head of Department of Drugs Control Administration was established in the year 1981. The mission of the Department is **to ensure availability of efficacious and quality drugs at affordable prices, as fixed by the National Pharmaceutical Pricing Authority (NPPA), to the public and to make the state of Andhra Pradesh free of spurious drugs.** The main objective of the department is to ensure that the drugs used for prevention, mitigation or treatment of diseases are made available to the public with required standards of quality, purity, strength and are packed in containers giving all necessary information about the drug along with its manufacturer. The department regulates the manufacture, sale and distribution of medicines and NDPS in the State. The Department implements the following statutes:

- Drugs and Cosmetics Act, 1940 and Rules. 1945;
- Drugs and Magic Remedies (Objectionable Advertisement) Act, 1954 and Rules thereunder;
- Drugs (Price Control) Order, 2013 read with Essential Commodities Act, 1955;
- A.P. Narcotic Drugs and Psychotropic Substances Rules, 1986.

The organizational set up of various functionaries in Drugs and Control Administration are broadly classified into two wings:

- The Enforcement Wing enforces various relevant statutes in the State
- The Laboratory Wing performs Tests/Analysis of various Drugs/Cosmetics samples sent for analysis and issues Certificate of Tests/Analysis

The Department is headed by the Director General, assisted by the Director, two Joint Directors at the Zonal level, four Deputy Directors at the Regional level, thirteen Assistant Directors in Districts and fifty eight Drug Inspectors. The Laboratory Wing is manned by a Joint Director (Lab.), Senior and Junior Scientific Officers, Junior Analysts and other supporting staff.

The issues raised by the departmental employees are discussed below:

Enforcement Wing:

- | | |
|-----------------------|----------------------------|
| 1. Director | ₹. 66330-108330 (Grade 29) |
| 2. Joint Director | ₹. 52590-103290 (Grade 26) |
| 3. Deputy Director | ₹. 46060-98440 (Grade 24) |
| 4. Assistant Director | ₹. 37100-91450 (Grade 21) |
| 5. Drugs Inspector | ₹. 31460-84970 (Grade 19) |

Director						
<p>Request: It is represented that the post of Director is to be filled by promotion from the category of Joint Director. The powers and duties of the Director, Drugs Control Administration are similar to those of the Director of Insurance Medical Services, Director, Institute of Preventive Medicine, Director of Boilers and Director of Factories. The jurisdiction of the Director Drugs Control Administration is stated to be the entire State. It is contented that similar other posts like Directors of Agriculture Marketing Department and State Audit, Additional Director of Municipal Administration, Additional Inspector General of Registration and Stamps and Additional Commissioners of Panchyat Raj and Rural Employment and Prohibition and Excise, who were earlier on par with the Director of Drugs Control Administration Department, were assigned higher pay scales by the Tenth Pay Revision Commission. Finally, it is requested to assign the pay scale corresponding to ₹.80930-110850 (Grade 31).</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director ₹. 52590-103290 (26)	
Compared Post: Director (IPM)						
7580-10100 (31)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Additional Director ₹.80930-110850 (31)	
7070-10100 (30)						
Compared Post: Director (Insurance Medical Services Department)						
7070-10100 (30)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Special Grade Civil Surgeon ₹.66330-108330 (29)	

Compared Post: Director (Boilers Department)						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Joint Director (Boilers) 61450-105810 (28)	
Compared Post: Director (Factories Department)						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Joint Chief Inspector of Factories ₹.66330-108330 (29)	
Mode of Appointment: By promotion from Joint Director						
Qualifications: (i) A Degree in Pharmacy or Pharmaceutical Chemistry or Medicine with specialization in Clinical Pharmacology or Microbiology and (ii) Experience in manufacturing or testing of drugs or enforcement of the provisions of the Act for a minimum period of five years						

Recommendations:

The categories of posts, with which comparison has been drawn, handle professional technical works of entirely different nature. The qualifications prescribed for those posts are in Medical and Engineering disciplines respectively while that stipulated for the post of Director, Drugs Control Administration is in the field of Pharmacy. It is observed that right since the 1993 RPS the successive PRCs have assigned higher pay grades to the compared posts. It is also seen that the category of Director is a promotion post for the category of Joint Director and there is no post of Additional Director. The Commission, after taking into account the above aspects and relative scopes of jobs performed, qualifications prescribed, position in the departmental hierarchy etc., assigns the pay scale of ₹.101970-174790 (Grade-29) to the post of Director, Drugs Control Administration, thus maintaining status quo.

Joint Director
Request: It is represented that the jurisdiction of the Joint Director, Drugs Control Administration is the entire State. The powers, duties and technical qualifications of this post are similar to those of the Joint Directors of Agriculture, Animal Husbandry, Industries, Town and Country Planning, Boilers, Family Welfares, Insurance Medical Services Department etc. But there is disparity in the pay scales and hence parity in pay scale has been requested.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Director ₹.66330-108330 (29)
Compared post: Joint Director (Agriculture)/ Joint Director (Animal Husbandry)						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Respective feeder category ₹.49870-100770 (25)	Respective promotion category ₹.66330-108330 (29)
Joint Director (Industries Dept.)						
5040-8700 (25)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.66330-108330 (29)
Joint Director (Town & Country Planning Dept.)						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.66330-108330 (29)
Joint Director (Family Welfare Dept.)						
5390-8980 (26)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Project Officer District Immunization Officer ₹.49870-100770 (25)	Additional Director ₹.80930-110850 (31)
Joint Director (Insurance Medical Services Dept.)						
5390-8980 (26)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Special Grade Civil Surgeon ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Deputy Director						

Recommendations:

The observations made above for the post of Director relating to parity in pay scale with compared categories apply to this category also. It is also pertinent to note that all the compared posts were assigned higher pay grades than that of the Joint Director, Drugs Control Administration right since the 1993 RPS. The Commission feels that, considering the nature and scope of duties, span of control and responsibilities attached, the present pay scale is appropriate and accordingly assigns the corresponding pay scale of ₹.80910-166680 (Grade-26) to this post.

Deputy Director						
Request: It is represented that the post of Deputy Director of Drug Control Administration is to be filled in by promotion form the category of Assistant Director. The duties and qualifications of this post are similar to that of Deputy Directors of Rural Development, Agriculture and Animal Husbandry Departments. But there is disparity in pay scales and it is requested to establish parity.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100- 91450 (21)	Joint Director ₹.52590-103290 (26)
Compared post: Deputy Director (Agriculture)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-110077 0 (25)	Asst. Director,, Agriculture ₹.40270-93780 (22)	Joint Director of Agriculture ₹.56870-105810 (27)
Compared post: Deputy Director (Animal Husbandry)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105810 (27)
Mode of Appointment: By promotion from the category of Assistant Director						
Assistant Director						
Request: It is represented that the Assistant Director is a promotion post to the post of Drugs Inspector. The powers, duties and technical qualifications for this post are similar to those of the Assistant Food Controller, Assistant Directors of Agriculture, Horticulture and						

Ground Water Departments. But there is disparity in pay scales and it is requested to bring parity among all the Assistant Directors.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Drugs Inspector ₹. 31460- 84970 (19)	Deputy Director ₹. 46060- 98440 (24)
Compared post: Assistant Food Controller						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Gazetted Food Inspector ₹. 35120-87130 (20)	Deputy Food Controller ₹. 46060- 98440 (24)
Assistant Director (Agriculture)						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Agricultural Officer ₹. 35120-87130 (20)	Deputy Director of Agriculture ₹.49870-100770 (25)
Assistant Director (Animal Husbandry)						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Veterinary Assistant Surgeon ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Assistant Director (Ground Water Dept.)						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Assistant Hydrologist/ Hydrogeologist/ Geophysicist ₹.37100-91450 (21)	Deputy Director (Hydrology/ Hydrogeology/ Geophysics) ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Drugs Inspector						

Recommendations:

Considering the qualification level, extent of public interface, technical and regulatory nature and scope of duties attached to the categories of Deputy and Assistant Directors of Drug Control Administration and comparing them with equivalent categories in the other technical departments cited above, the Commission is of the view that:

- a) **Deputy Director: the present pay scale is appropriate and accordingly the corresponding scale of ₹.70850-158880 (Grade-24) is assigned.**
- b) **Assistant Director: the present pay scale is appropriate and accordingly the corresponding scale of ₹.57100-147760 (Grade-21) is assigned.**

Drugs Inspector						
<p>Request: It is represented that though the qualifications required for the post of Drugs Inspector is a Bachelors Degree in Pharmacy or Pharmaceutical sciences or Medicine, many of the Drug Inspectors possess MBBS and some possess MBBS with specialization in Clinical Pharmacology and Micro Biology. The basic qualification prescribed for the post itself indicates the importance of the post and there is a need to attract more talented personnel and retain them. Pharmacy has been recognised as a technical qualification by the AICTE. The Gazetted Food Inspector and Drugs Inspector which are under one umbrella are carrying same scale of pay in many States. Further, the Drugs Inspector used to be on par with many categories such as Gazetted Food Inspector, Assistant Executive Engineer, Agricultural Officer, Horticultural Officer, Assistant Treasury Officer (ATO), Mandal Revenue Officer (MRO)/ Tahsildar, Mandal Parishad Development Officer, Inspector of Police (CI), Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) and Mandal Education Officer (MEO) till Ninth Pay Revision. It is requested to assign the pay scale of 35120-87130 (Grade 20).</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Junior Analyst ₹.28940- 78910 (17)	Assistant Director ₹.37100- 91450 (21)
Compared post: Gazetted Food Inspector						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Food Inspector (Non Gazetted) ₹.28940- 78910 (17)	Assistant Food Controller ₹.40270-93780 (22)

Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Agricultural Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Agricultural Extension Officer Gr-I ₹.29760-80930 (18)	Assistant Director ₹.40270-93780 (22)
Horticultural Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Assistant Grade II ₹.16400-49870 (07)	Assistant Director (Horticulture) ₹.40270-93780 (22)
Assistant Treasury Officer (ATO)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Treasury Officer/ Junior Accounts Officer ₹.28940-78910 (17)	Accounts Officer/ Assistant Director ₹.40270-93780 (22)
Mandal Revenue Officer/Tahsildar/ Inspector of Police/ Dy. Asst Commissioner of State Tax						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Respective feeder category ₹. 28940-78910 (17)	Respective feeder category ₹.40270-93780 (22)
Mandal Development Officer						
3110-6380 (18)	5980-12100 (18)	9285-2155 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹.29760-80930 (18)	Deputy Chief Executive Officer ₹. 42490-96110 (23)
Mandal Education Officer (MEO)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	3512087130 (20)	School Assistant, Grade-I Language pandit, Head Master of Primary schools ₹.28940-78910 (17)	Gazetted Head Master Gr-I / Deputy Educational Officer ₹. 40270-93780 (22)
Mode of Appointment: By Direct Recruitment/transfer from Junior Analyst						
Qualification: Degree in Pharmacy or Pharmaceutical Sciences or Medicine with specialization in Clinical Pharmacology or Microbiology.						

Recommendations:

This category has technical qualifications and exercises regulatory and enforcement functions. It is observed that this category was enjoying the same pay scale as that of the Food Inspector till the 2010 RPS. This parity was upset in the 2015 RPS. The other compared posts are functionally different in nature. The Commission feels that it would be appropriate to restore the earlier parity with Food Inspectors and accordingly assigns the pay scale of ₹.54060-140540 (Grade-20) to this category.

Laboratory Wing

6. Senior Scientific Officer ₹. 42490-96110 (Grade 23)
7. Junior Scientific Officer ₹. 35120-87130 (Grade 20)

Senior Scientific Officer						
<p>Request: It is represented that the Senior Scientific Officer is a supervisory officer. He receives samples of drugs and cosmetics from the Drugs Inspectors. He is responsible for maintaining all the records relating to analysis and inventory management of equipments. He works in close association with Junior Scientific Officer for smooth analysis of samples and troubleshoots any technical errors that may arise during the routine analysis. The Senior Scientific Officer is notified as Government Analyst and attends to courts on receiving summons in case of NSQs on behalf of the department. The Senior Scientific Officer was at par with the Deputy Director till the 2015 Pay Revision. The parity was disturbed when a higher pay scale was assigned to the Deputy Director. It is requested to assign the pay scale of ₹.46060-98440 on par with the Deputy Director.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	42490-96110 (23)	Junior Scientific Officer ₹.35120-87130 (20)	Joint Director (Lab) ₹.49870-100770 (25)
Compared Post: Deputy Director						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹.49870-100770 (25)

Mode of Appointment: By Promotion from the cadre of Junior Scientific Officer.						
Junior Scientific Officer						
<p>Request: It is represented that the Senior Scientific Officer is a supervisory officer. He receives samples of drugs and cosmetics from the Government Analyst and allots the same to the Junior Analyst and advises the method of analysis. In case a standard quality sample has not been reported by the Junior Analyst, the Junior Scientific Officer repeats the analysis and confirms the result. He maintains Good Laboratory Practices as per norms. He updates know-how by procuring or developing method of analysis of new drugs and for this purpose browses the available literature or the internet for validation. He is responsible for maintenance and calibration of analytical equipment and so on. The nature of duties compare with that of the Chemist in Mines and Geology Department with similar qualifications but whose pay scale is ₹.37100-91450. Further, comparison is drawn with the Assistant Director of Drugs Control Administration on the plea that the Junior Scientific Officer and Assistant Director were on par till the Ninth Pay Revision. In the Tenth Pay Revision, the Assistant Director was assigned a higher pay scale leaving the Junior Analyst at the corresponding pay scale. Finally, it is requested to assign the pay scale of ₹.37100-91450 (Grade-21) on par with the Assistant Director.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Junior Analyst ₹.28940-78910 (17)	Senior Scientific Officer ₹.42490-96110 (23)
Compared Post: Assistant Director of Drugs Control Administration						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Drugs Inspector ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)
Compared Post: Chemist in Mines and Geology Department						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant Chemist ₹.31460-84970 (19)	Deputy Director (Chemist) ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment/by transfer from the category of Junior Analyst						
<p>Qualifications: By transfer - (1) Associateship Diploma from the Institution of Chemists (India) or B.Sc. in Chemistry as one of the main subject. Must have a minimum of five years of experience in the analysis of food and drugs in a laboratory under a Public Analyst/ Government Analyst or the Head of an Institution specially approved for that purpose by the Government (2) 5 years of satisfactory service as a Senior Scientific Assistant or Junior</p>						

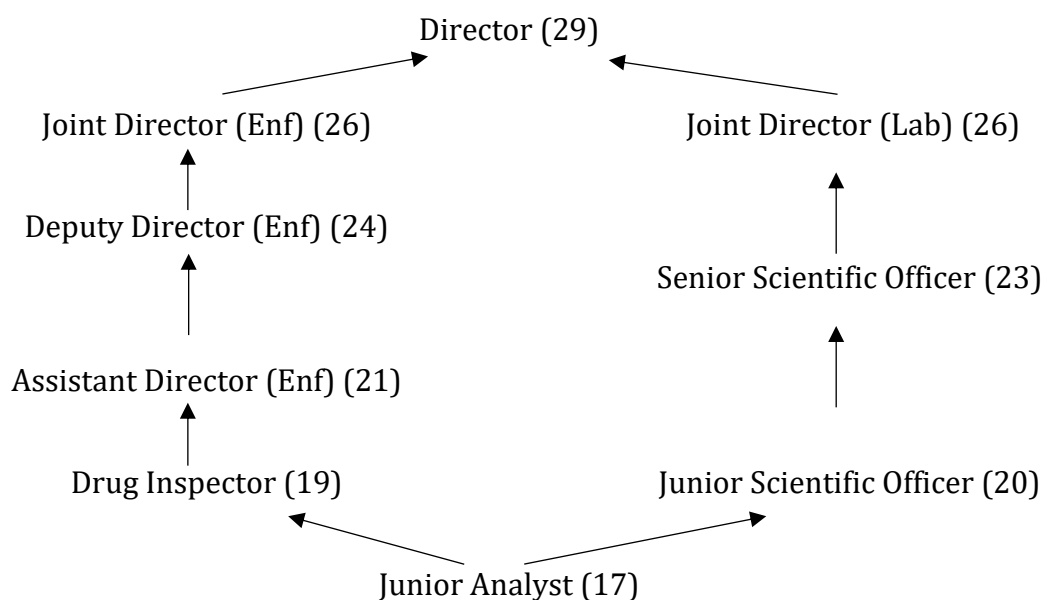
Analyst.

Provided that the other things being equal preferences shall be given to those possessing M.Sc. in Chemistry or M.Sc. (Food and Drugs) or M. Pharma with special subjects of analysis of Food and Drugs or those who have acquired the Associateship Diploma from the Institution of Chemists (India) and B.Sc. with Chemistry as one of the main subjects.

Direct Recruitment: First or Second Class M.Sc. Degree in Chemistry. practical experience in food and drug analysis laboratory of a good repute for three years. Or M.Sc. (Food and Drugs)/M. Pharma or Associateship Diploma from the Institution of Chemists (India) with special subject of analysis of food and drugs or equivalent and practical experience in food and drug analysis laboratory of a good repute for two years.

Recommendations:

The Commission has studied the channels of promotion in the Department and they can be represented as follows:



It is observed from the above that the Junior Analyst is the common feeder category for the next promotion cadre in both the Enforcement as well as the Laboratory wings. The Joint Directors of Enforcement and Laboratory wings are both at the same pay grade (26) and constitute the common feeder category for promotion to the post of Director. However in the Enforcement Wing there are three levels of hierarchy between the posts of Junior Analyst and Joint Director whereas in the Laboratory wing there are only two. There has been intra wing parity in pay scales in the past (up to the 2010 Pay Revision) between the Deputy Director and Senior Scientific Officer and similarly also between the Assistant Director and Junior Scientific Officer. This parity was disturbed in the 2015 RPS.

Considering the above aspects, qualifications prescribed and the duties and responsibilities attached, the Commission feels it appropriate to restore the earlier parity and assign the pay scales of ₹.70850-158880 (Grade-24) and ₹.57100-147760 (Grade 21) to the categories of Senior Scientific Officer and Junior Scientific Officer respectively.

The above recommendations will also be applicable to the equivalent categories of Senior Scientific Officer and Junior Scientific Officer in the Institute of Preventive Medicine.

8. Junior Analyst ₹. 28940-78910 (Grade 17)

Request: It is represented that the Junior Analyst assesses the quality of drugs and cosmetics allotted by the Junior Scientific Officer. Most of the recent direct recruits possess M.Sc. qualification. It is requested to assign a pay scale corresponding to ₹.29760-80930 (Grade 18).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	7200-16925 (14)	13660-38570 (16)	28940-78910 (17)	Laboratory Technician ₹.16400-49870 (07)	Junior Technical Officer ₹.35120-87130 (20)
Mode of Appointment: By Direct Recruitment/promotion of Laboratory Technician						
Qualifications: By Direct Recruitment/promotion – Bachelors Degree in Pharmacy/M.Sc. or its equivalent in Chemistry/Bio Chemistry/Micro Biology or B.Sc. with Chemistry as one of the subject or equivalent examination with Associate Diploma of the Institute with analysis of Drugs and Pharmaceuticals.						

Recommendations:

The category of Junior Analyst forms feeder category to the posts of Drugs Inspector as well as Junior Scientific Officer. Keeping in view the qualifications, duties and responsibilities, a higher pay scale of ₹.45830-130580 (Grade-18) is assigned to the category of Junior Analyst existing in the following departments:

1. Drug Control Administration
2. Directorate of Medical Education
3. Institute of Preventive Medicine

**14.(e). INSTITUTE OF PREVENTIVE MEDICINE, PUBLIC HEALTH LABS AND FOOD
(HEALTH) ADMINISTRATION DEPARTMENT**

The Commission has not received any representation from the employees for revision of pay scales. However, while assigning revised pay scales to the various categories of employees, the Commission has observed certain intra as well as inter-departmental disparities which the Commission seeks to rectify. Accordingly the Commission has amended the pay scales of certain categories for the reasons discussed below:

- | | |
|---------------------------------------|----------------------------------|
| 1. Chief Public Analyst | ₹. 52590-103290(Grade-26) |
| 2. Deputy Chief Public Analyst | ₹. 46060-98440 (Grade 24) |
| 3. Senior Scientific Officer | ₹. 42490-96110 (Grade 23) |
| 4. Junior Scientific Officer | ₹. 35120-87130 (Grade-20) |

Chief Public Analyst						
Pay scales (Grades) assigned from time to time, feeder and promotion categories						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Dy. Chief Public Analyst Rs.46060-98440 (24)	
Mode of Appointment: By promotion from Deputy Chief Public Analyst						
Qualification: M. Sc. /AIC in Chemistry or Bio-Chemistry/Life Sciences (Micro-biology/ Botany/ Zoology)/ Food & Nutrition/Food Technology/Public Health and pass in Public Analyst Test						
Deputy Chief Public Analyst						
		13390-28500 (24)	23650-49360 (24)	46060-98440 (24)	Sr. Scientific Officer 42490-96110 (23)	Chief Public Analyst Rs.27000-51760
Mode of Appointment: By promotion from Senior Scientific Officer						
Qualification: M. Sc. /AIC in Chemistry or Bio-Chemistry/Life Sciences (Micro-biology/ Botany/ Zoology)/ Food & Nutrition/Food Technology/Public Health and pass of Public Analyst Test						

Senior Scientific Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	42490-96110 (23)	Jr. Scientific Officer 35120-87130 (20)	Deputy Chief Public Analyst ₹.46060-98440 (24)
Mode of Appointment: By promotion from Junior Scientific Officer						
Qualification: M. Sc. /AIC in Chemistry or Bio-Chemistry/Life Sciences (Micro-biology/ Botany/ Zoology)/ Food & Nutrition/Food Technology/Public Health and pass of Public Analyst Test						
Junior Scientific Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Junior Analyst ₹.28940-78910 (17)	Senior Scientific Officer 42490-96110 (23)
Mode of Appointment: By transfer of Junior Analyst						
Qualification: M. Sc. /AIC in Chemistry or Bio-Chemistry/Life Sciences (Micro-biology/ Botany/ Zoology)/ Food & Nutrition/Food Technology/Public Health and pass of Public Analyst Test						

Recommendations:

The above mentioned four posts are in the promotional hierarchy of the State Service of I.P.M. Of these, the categories of Senior Scientific Officer and Junior Scientific Officer have all along been enjoying parity in pay scales with the posts of same designations in the Drug Control Department. In view of this, these two categories have already been assigned higher pay grades of 24 and 21 respectively while discussing requests for enhancement of pay scales of various categories of employees of the Drug Control Department. Commensurate with this, the next higher promotion post in the hierarchy, i.e. the Deputy Chief Public Analyst is assigned the Pay Grade-25, thus enhancing it by one pay grade. The pay scale of the highest post in the hierarchy i.e. Chief Public Analyst is in our view adequate. The pay scales of the four categories will thus be as follows:

Chief Public Analyst	₹. 80910-166680 (Grade-26)
Deputy Chief Public Analyst	₹. 76730-162780 (Grade 25)
Senior Scientific Officer	₹. 70850-158880 (Grade 24)
Junior Scientific Officer	₹. 57100-147760 (Grade-21)

5. Deputy Chief Water Analyst ₹. 42490-96110 (Grade 23)

Deputy Chief Water Analyst						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	42490-96110 (23)	Senior Analyst (Water Analyst)	Chief Water Analyst ₹.52590-103290
Mode of Appointment: By promotion from Senior Analyst (Water Analyst)						
Qualification: M.Sc., with Chemistry or Bio-Chemistry or Micro-biology						

Recommendations:

The Commission observes that the category of Deputy Chief Water Analyst has been having parity in pay scale with that of the Senior Scientific Officer. This category is also having similar qualification and functional responsibilities as that of the Senior Scientific Officer. Hence the Commission assigns it a pay scale of ₹.70850-158880 (Grade-24) (improved by one grade)

6. Senior Analyst (Bio Chemistry) ₹. 35120-87130 (Grade 20)

Senior Analyst (Bio Chemist)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Junior Analyst ₹.28940-78910 (17)	Deputy Director Bio Chemist ₹.46060-98440 (24)
Mode of Appointment: By transfer of Junior Analyst						
Qualification: M.Sc Bio- Chemistry with pass in Accounts Test Part I and Part II						

Recommendations:

The Commission observes that the category of Senior Analyst (Bio Chemistry) has been having parity in pay scale with that of the Junior Scientific

Officer. This category is also having similar qualification (M.Sc.) and functional responsibilities as that of the Junior Scientific Officer. Hence the Commission assigns it a par pay scale of ₹.57100-147760 (Grade-21) (improved by one grade)

7. Assistant Director (Production) ₹. 37100-91450 (Grade 21)

8. Assistant Director (Virology) ₹. 31460-84970 (Grade 19)

Assistant Director (Production)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Junior Analyst ₹.28940-78910 (17)	
Qualification: a Bachelor's Degree in Science with Chemistry, Botany or Zoology or Microbiology as one of the optional subjects with a pass in Accounts Tests Part I and II.						
Mode of Appointment: By transfer of Junior Analyst						
Assistant Director (Virology)						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Junior Analyst ₹.28940-78910 (17)	
Mode of Appointment: By transfer of Junior Analyst						
Qualification: M.Sc. (Microbiology) with a pass in Accounts Tests Part I and II						

Recommendations:

No representations have been received from these categories. A perusal of the Service Rules reveals that the post of Assistant Director (Production) including Senior Analyst (Antigen & Antisera), Senior Analyst (Quality Control) and Assistant Director (Virology) form class-E of the Andhra Pradesh Health Laboratories and Food (Health) Administration Services. However, it is noticed that, in Volume-III of the Report of the 10th PRC the pay scales of these four categories have been shown differently as given below:

- Assistant Director (Production) - Grade 21
(improved by one grade over 9th PRC)
- Senior Analyst (Antigen & Antisera) - Grade-20 (same grade as in 9th PRC)
- Senior Analyst (Quality Control) - Grade-20 (same grade as in 9th PRC)
- Assistant Director (Virology) - Grade-19 (same grade as in 9th PRC)

It is also observed that the above mentioned improvement in pay grade of the Assistant Director (Production) has taken place without any supporting discussion/analysis in Volume-II of the Report of the 10th PRC. Hence the Commission feels that an unintended benefit has accrued to the category of Assistant director (Production). Similarly, the Commission does not find any convincing reason for the assignment of a comparatively lower pay grade (Grade-19) to the category of Assistant Director (Virology) notwithstanding the fact that it requires a higher qualification.

Considering the above, the Commission assigns the following pay scales to these four categories:

Assistant Director (Production) - ₹. 57100-147760 (Grade-21) (PI)
₹. 54060-140540 (Grade-20) (FE)
Senior Analyst (Antigen & Antisera)/ ₹. 54060-140540 (Grade-20)
Senior Analyst (Quality Control)/
Assistant Director (Virology)

9. Gazetted Assistant ₹. 35120-87130 (Grade 20)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Lay Secretary and Treasurer Grade II ₹.35120-87130 (20)	Deputy Director (Admn) ₹. 46060-98440 (24)
Mode of Appointment: By promotion from Lay Secretary and Treasurer Grade II/Cost Accountant and Law Officer						
Qualification: A Bachelor's Degree.						

Recommendations:

The post of Gazetted Assistant, along with that of Lay Secretary & Treasurer Grade-I, forms category-III of Class-F in the State Service of IPM. However the pay scale of Lay Secretary and Treasurer Grade-I has been improved by two stages by the Tenth Pay Revision Commission while the Gazetted Assistant has been assigned the corresponding scale. It is also noticed that the pay scale of Gazetted Assistant in Medical Education Department has been improved by two stages to Grade-22 along with that of the Lay Secretary and Treasurer Grade-I. Further, in

the IPM, the pay scale of the feeder category of Lay Secretary and Treasurer Grade-II has been improved by the Tenth Pay Revision Commission and made equal to that of the Gazetted Assistant. Thus an anomaly of feeder and promotion categories getting the same scale of pay has crept in.

Keeping in view the above, the pay scale of ₹.61960-151370 (Grade 22) is assigned to the Gazetted Assistant on par with that of the Lay Secretary and Treasurer Grade I, thus resolving the anomaly.

**14. (f). AYURVEDA, YOGA, NATUROPATHY, UNANI, SIDDHA & HOMOEOPATHY
DEPARTMENT [AYUSH]**

The main objectives of the department are

- i. to serve the people of the State by providing medical relief through Ayurveda, Unani and Homoeopathy systems of medicine,
- ii. to ensure proper development and evaluation of the ancient systems of medicines viz., Ayurveda, Unani and Homoeopathy through Colleges, Research Centres, Hospitals, Dispensaries and Herbal Gardens
- iii. to establish ISM&H Hospitals at district and sub-district levels
- iv. to develop Indian Medicine Pharmacies (Ayurveda and Unani) with a view to supply quality medicines in time to the hospitals and dispensaries
- v. to provide adequate infrastructure to all the Government colleges, hospitals and dispensaries
- vi. to grow medicinal plants in the Government Herbarium.

The Commissioner heads the Department and is assisted by the Additional Directors of Ayurveda, Unani and Homoeopathy. The Additional Director also acts as the Drug Controllers (Licensing Authorities) for the concerned systems. On the administrative side, the Commissioner is assisted by the Deputy Director (Admn), Accounts Officer and Administrative Officer. Besides them, there are Regional Deputy Directors. The Department has separated the teaching and non-teaching cadres. On the teaching side there are Principals, Professors and Readers of P.G. courses, Readers of U.G. Courses, Research Officers, Senior Lecturer, Assistant Professor Lecturers etc. The non-teaching side is manned by the Chief Medical Officers, Senior Medical Officers and Medical Officers, Drug Inspectors and other equivalent rank officials and their supporting staff.

1. **Additional Director;** ₹. 66330-108330 (Grade 29)
Principal/Professor (PG Courses)
2. **Professor (UG Courses)/** ₹. 52590-103290 (Grade-26)
Reader (PG Courses)/ Research Officer;
Chief Medical Officer/
Superintendent of Hospital/
Resident Medical Officer/
Chief Superintendent/
Regional Deputy Director/
Inspector, Board of Indian Medicine/
Superintendent of Government Herbarium

3. **Assistant Professors/Senior Lecturer/ ₹. 42490-96110 (Grade 23)
Assistant Research Officer;
Senior Medical Officer/ Senior Medical Officer (L.R.)/
Assistant Medical Officer (Pharmacy)/
Museum Assistant (Herbarium)**
4. **Medical Officer/ Medical Officer (L.R.) ₹. 37100-91450 (Grade 21)**
5. **Lecturer/Technical Assistant/ ₹.35120-87130 (Grade-20)
Inspecting Medical Officer/Drug Inspector**

Request: It is represented that all systems of medicine aim at curing the ailing person though the treatment methods applied to achieve this objective may be different. Hence the pay scales of Ayush Doctors, should in all fairness, be at par with those allowed to doctors of equivalent ranks in the allopathic system of medicine. It is stated that the pattern of education, duration of Under Graduation and Post-Graduation courses, mode of entry into service, duties and responsibilities are similar in both the systems. But surprisingly the Dental Assistant Surgeons draw the same pay scale as that of Civil Assistant Surgeons though the duration of studies for the degree of B.D.S. is lesser than that of MBBS. It is stated that the duration of studies of various courses in the Indian Systems of Medicine (Homeo/Ayurveda/Unani) is four and half years with one year compulsory internship, as in the case of MBBS. It is asserted that the Government of India have established parity in pay and allowances and promotional avenues between the Allopathic and Ayurveda Doctors right since the Fifth Central Pay Commission. In many States like Maharashtra, Tamilnadu, Karnataka, Uttar Pradesh, Madhya Pradesh, Rajasthan, Gujarat, Bihar and Delhi there is parity in the pay scales of Allopathic and Ayush doctors and these States have been extending the UGC and AICTE scales to the teaching faculty. It is informed that the High Power Committee headed by Sri P.L. Siva Ram, IAS., appointed by the Government of Andhra Pradesh for suggestions to develop and utilize the benefits from ISM more effectively, recommended for parity in pay and allowances between the Doctors of Ayurveda and Allopathy. The Ranganchary Commission recommended pay scales for Ayush Doctors one stage below the pay scales of the Allopathic doctors. It is pointed out that this recommendation was implemented only in respect of the category of Medical Officer by the 10th PRC, leaving out the rest. Hence it is requested to assign pay scales to the ISM Doctors and equivalent teaching categories on par with the Medical Officers of Allopathy, as given below:

1. Additional Director/ Professor (PG Courses) and equivalent categories on par with the Additional Director of Health
2. Chief Medical Officer/Professor (UG Courses) and equivalent categories on par with the Civil Surgeon
3. Senior Medical Officers/Assistant Professor and equivalent categories on par with the Deputy Civil Surgeon
4. Medical Officers and equivalent categories on par with the Civil Assistant Surgeon

Additional Director/Professor (PG courses) and equivalent categories						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Chief Medical Officer/ Professor/ Superintendent Government Herbarium ₹.52590 -103290 (26)	
Compared Post: Additional Director, Health						
6150-9820 (28)	13450-19150 (30)	23500-30765 (31)	44740-55660 (32)	87130-110850 (32)	Civil Surgeon Special Grade (in UGC Scale)	Director of Health ₹.87130-110850 (32)
Mode of Appointment: By promotion from the category of Chief Medical Officer/Professor/Post Graduate Reader/Superintendent of Hospital/Resident Medical Officer/Chief Superintendent, Pharmacy/Regional Deputy Director, Inspector, Board of Indian Medicine, Superintendent Government Herbarium.						
Chief Medical Officer/Professor (UG Courses) and equivalent categories						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	52590-103290 (26)	Senior Medical Officer ₹.42490- 96110 (23)	Principal / Additional Director (AYUSH) ₹.66330-108330 (29)
Compared Post: Civil Surgeon						
5390-8980 (26)	11625-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Civil Surgeon (Special Grade) (in UGC Scale)
Mode of Appointment: By promotion from the category of Senior Medical Officers. Assistant Professors, Ayurveda Assistant, Post Graduate Lecturer, Medical Officer, Pharmacy and Herbal orders						

Senior Medical Officers/Assistant Professor and equivalent categories						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Medical Officer ₹.37100- 91450 (21)	Chief Medical Officer ₹.52590-103290 (26)
Compared Post: Deputy Civil Surgeon						
4400-8700 (23)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Civil Assistant Surgeon ₹.40270-93780 (22)	Civil Surgeon ₹.61450-105810 (28)
Mode of Appointment: By promotion from Medical Officer/By Direct Recruitment						
Qualification: By Direct Recruitment: A post Graduate Degree in Ayurveda/ Unani/ Homoeo						
Medical Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Medical Officer.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37110-91450 (21)	Compounder ₹.18400-55410 (09)	Senior Medical Officer ₹.42490- 96110 (23)
Compared Post: Civil Assistant Surgeon						
3640-7580 (20)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	40270-93780 (22)	Direct Recruitment	Deputy Civil Surgeon ₹. 49870-100070 (25)
Mode of Appointment: By Direct Recruitment/by transfer of Compounder						
Qualification: A Degree in Ayurveda/Unani/Homoeopathy						

Recommendations:

The Ayush Department has, under its fold, distinct complements of staff for three major branches of Indian Medicine, namely Ayurved, Homeopathy and Unani. The Commission finds that prior to 14th March, 2005 the State Services of Ayush Department were governed by the provisions of the Special Rules issued in G.O. Ms.No.265, HM&FW Department dated 26.05.1994. Government superceded these Rules through the issue of G.O.Ms. No. 67, 68 and 69, HM&FW Department dated 14.03.2005 to make them compliant with the Regulations framed by the Central Council of Indian Medicine (CCIM) relating to Minimum Standards of Education in Indian Medicine. In terms of these Rules the teaching and non-teaching posts were segregated and Post Graduation qualification with minimum teaching experience was prescribed as the eligibility criterion for appointment to the teaching posts. The employees were also requested to indicate their option for teaching/ non-teaching stream and those opting for teaching posts, but not having P.G. qualification, were allowed a period of 5 years to acquire the same. Similar relaxation was given in respect of teaching experience also. Thus the minimum standards of academic qualification were brought on par with those for the allopathic doctors.

These changes were brought to the notice of the 9th and 10th PRCs and similar requests were made to them to equate their pay scales with those of the corresponding ranks in the allopathic system. Request was also made to apply the UGC pay scales to the teaching positions. The 9th PRC, after elaborate deliberations, concluded by stating that it did not subscribe to the view that the Ayush doctors should be placed at par with their counter parts in the M&H Department. It suggested that within the doctors community, in the Veterinary, Ayush and Medical & Health Departments, those belonging to the former two should be one hierarchy below those in the Medical & Health Department. Accordingly the 9th PRC

- (i) equated the Chief Medical Officer/Professor of (UG Courses) and equivalent categories with the category of Deputy Civil Surgeon,
- (ii) equated the Senior Medical Officer/Assistant Professor and equivalent categories with that of Civil Assistant Surgeon, and
- (iii) improved the pay scale of the Medical Officer and equivalent categories

The 10th PRC deviated from the above relative position and enhanced the pay scales of each of the four ranks of Ayush Doctors shown in the above table by one pay grade while retaining the Allopathic Doctors in the same pay scales.

This Commission has examined the whole issue de novo. The Commission feels, it is undeniable that admission to the M.B.B.S. course is much more intensely competitive filtering out meritorious youths. The course completion also entails commitment of a much higher level of resources and a rigorous academic effort. Even after the M.B.B.S. course, for being a successful professional practitioner, one has to complete a P.G. and some go for Super Specialisation courses. The allopathic doctors have to attend to emergency health

situations and massive health issues at the time of outbreak of epidemics and in the aftermath of natural calamities. They work under much sterner pressure and scrutiny from the patient's families. They also have to keep track of latest developments in treatment techniques, new methods of surgery and research findings, which are wider in scope compared to the Indian System of Medicine. It is also true that the average number of patients an allopathic doctor has to deal with is much higher. The Commission is also conscious of the fact that the allopathic doctors do have a scarcity value in the job market, the number of doctors available in India in the year 2017 being at a much lower level of 0.62 per 1000 population as compared to the WHO prescribed standard of 1 per 1000.

The Commission observes from an analysis of the progression in pay scales that right since the 6th PRC, the doctors in the allopathic system have been assigned higher pay scales compared to their counterparts in the ISM. A consistent reflection of this relative position has permeated all through since the 1993 RPS. We do not find any cogent reason to deviate from this consistent stance of retaining a marginal gap in pay scales between the two sets of doctors. Having arrived at this conclusion, we proceed to tabulate below the various cadres of teaching and non-teaching staff in ISM which have been grouped together in distinct categories in the State Service Rules of Ayush Department and the pay grades assigned to them in the earlier RPSs.

Class/Cat. in Service Rule	Non-Teaching	Pay Grade	Teaching	Pay Grade	Remarks
B/I	Additional Director	29	Principal, Professor (P.G.)	29	3 rd level promotion
B/II	Regional Deputy Director, Chief Superintendent, Superintendent of Hospital, Inspector of Board of Indian Medicine, R.M.O., Superintendent of Govt. Herbarium, Chief Medical Officer	26	Professor (U.G.), Reader (PG), Research Officer	26	2 nd level promotion
B/III	Senior Medical Officer, Senior Medical Officer (L.R.), Assistant Medical Officer (Pharmacy), Museum Assistant (Herbarium)	23	Senior Lecturer, Assistant Professor, Assistant Research Officer	23	1 st level promotion

B/IV	Medical Officer	21	Lecturer, Technical Assistant	20	Initial Level
	Medical Officer (LR)	21			
	Inspecting medical Officer	20			
	Drug Inspector	20			

It is observed that in respect of B/I, B/II and B/III above the teaching and non-teaching categories are drawing the same pay scales. In respect of the categories enlisted against B/IV, however, a lower pay scale has been assigned to the categories of Inspecting Medical Officer and Drug Inspector on the non-teaching side and Lecturer and Technical Assistant on the non-teaching side. The progression of pay grades of all the categories under B/IV in the past PRCs has been as follows:

Category	Pay Grades in RPS				
	1993	1999	2005	2010	2015
Medical Officer	19	19	19	20	21
Inspecting Medical Officer, Drug Inspector, Lecturer, Technical Assistant	19	19	19	20	20

It is clear from the above that all these categories were considered as equivalent and assigned the same pay grade till the 2010 RPS and the parity was disturbed only in the 2015 RPS. Hence the Commission recommends restoration of the pre-existing parity among all these categories.

Taking all the aforesaid aspects into consideration, the Commission assigns the following pay scales to the various teaching and non-teaching categories:

- **Additional Director;** ₹.101970-174790 (Grade 29)
Principal/Professor (PG Courses)
- **Professor (UG Courses)/** ₹. 80910-166680 (Grade 26)
Reader (PG Courses)/ Research Officer;
Chief Medical Officer/
Superintendent of Hospital/
Resident Medical Officer/
Chief Superintendent/
Regional Deputy Director/
Inspector, Board of Indian Medicine/
Superintendent of Government Herbarium

- **Assistant Professors/** ₹. 65360-154980 **(Grade 23)**
Assistant Research Officer, Senior Lecturer;
Senior Medical Officer/Senior Medical Officer (L.R.)/
Assistant Medical Officer (Pharmacy)/
Museum Assistant (Herbarium)
- **Medical Officer/ Medical Officer (L.R.)/** ₹. 57100-147760 **(Grade 21)**
Inspecting Medical Officer/Drug Inspector;
Lecturer/Technical Assistant

6. Librarian ₹. 23100-67990 **(Grade 13)**

Request: It is stated that there are four Librarians in the AYUSH Department. They used to draw the same pay scale as that of Librarians in Intermediate Education till the 1974 Pay Revision. But the Anomalies Committee, 1994 enhanced the pay scale of Librarians of Junior Colleges and the gap continued in successive pay revisions. The duties and responsibilities of Librarians in any Department is issuing and receiving books and maintaining records and the qualifications in Allopathic and AYUSH are one and the same. The Librarians in Medical Department were conferred Gazetted status. It is requested to assign a pay scale on par with that of Librarians of Intermediate Education and confer Gazetted Status as in the case of Librarians in the Medical and Health Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Librarian.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)	Book Keeper ₹.14600-44870 (04)	Librarian in Research Department Ayurveda ₹.26600-77030 (16)

Compared post: Librarian in Intermediate Education

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Senior Assistant ₹.22460-66330 (12) Junior Assistants Typist ₹.16400-49870 (07)	Librarian in Government Degree colleges ₹.40270-93780 (22)
-------------------	--------------------	--------------------	---------------------	---------------------	---	--

Mode of Appointment: By direct recruitment /by promotion of Book Keeper

Qualification: By direct recruitment- (i)A Bachelor's Degree in Arts, Science or Commerce
(ii) A Bachelor's Degree in Library Science or an equivalent qualification.

By promotion- A certificate in Library Science

Recommendations:

The qualification prescribed for this category is the same as prescribed for the Assistant Librarian Grade-II of the Department of Public Libraries. The Librarians in Intermediate Education, on the other hand, are required to possess a higher qualification of a Bachelor Degree in Arts, Science or Commerce (B.A/B.Sc/B.Com) and a P.G. Degree in Library Science with a minimum of 2nd class with not less than 50% marks. The latter have therefore been assigned a pay scale on par with that assigned to the Junior Lecturers. Hence the category of Librarian in AYUSH Department does not compare with the Librarians of Intermediate Education.

Keeping the above position in view, this category is assigned a pay scale on par with the enhanced pay grade assigned to the category of Assistant Librarian Grade-II in Public Libraries i.e., ₹.37640-115500 (Grade-14), thus improving by one pay grade.

7. Compounder ₹. 18400-55410 (Grade 09)

Request: It is represented that according to the Andhra Pradesh Ayush Para Medical/Technical/ Subordinate Service Rules issued vide G.O. Ms. No. 551 HM&FW Department dated 29.10.1994, the qualifications for the post of Compounder is a pass in Intermediate with Science group. The duties include supply of medicines to the patients according to the prescriptions of the dispensaries in-charge, maintenance of various records such as the Register of Patients, Technical Periodicals, correspondence and so on. In addition, he renders necessary assistance to the Medical Officers to discharge their duties more effectively. It is requested to assign a pay scale corresponding to the existing pay scale of ₹.21230- 63010 (Grade-11) on par with the Pharmacists in Medical Education Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Compounder						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	9200-27000 (08)	18400-55410 (09)	Register Writer ₹.15460-46060 (06)	Stock Verifier ₹.22460-66330 (12)
Compared Post : Pharmacist Grade II						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)		Pharmacist Grade I ₹.24440-71510 (14)

Mode of Appointment: By promotion of Register Writer/ by transfer from any other service including Last Grade Service and, if not available, by Direct Recruitment

Qualification: (i) Intermediate with Science group or its equivalent (ii) Diploma of qualified Compounders. If candidates with (ii) above are not available the unqualified candidates can join with qualification (i) only and undergo a one-year training course in a recognized hospital/dispensary and pass examination conducted by the Director, ISM in up to 3 attempts in a maximum of 2 years. The in-service candidates were exempted from acquiring the upgraded qualification.

(Basic qualification upgraded from SSC to Intermediate through amendment issued to the Andhra Pradesh Indian Medicine and Homoeopathy Subordinate Service Rules vide G.O. Ms. No. 109, HM&FW Department dated 08.04.2005.)

Recommendations:

The basic qualification level for this post has been enhanced in the year 2005 but, as indicated above, relaxation has been given for the in-service candidates. Even in the case of Direct Recruitment, which is resorted to only if candidates are not available for promotion/transfer, relaxation has been permitted for those who do not possess the diploma qualification. These stipulation substantially dilute the qualification requirements. Hence, after taking into account the existing relativity with the category of Pharmacist Grade-II in the Medical & Health Department and the nature of job being performed, the Commission assigns the pay scale of ₹.32670-101970 (Grade-11) to this category, thus improving the existing pay scale by two grades.

15. HIGHER EDUCATION
15.(a). TECHNICAL EDUCATION

The Technical Education Department was established in 1957. Thereafter the Engineering Colleges were taken out from the purview of the Director of Public Instructions and put under its control. Similarly, the Polytechnics and Industrial Training Institutes were brought under its control from the Department of Industries and Technical Examinations from the control of Commissioner of Government Examinations. Later, the Industrial Training Institutes were transferred to the Directorate of Employment and Training and the Engineering Colleges were transferred, for affiliation, to the Jawaharlal Nehru Technological University.

The Commissioner of Technical Education implements the policies of the State Government relating to Technical Education. The Commissionerate is the Nodal Agency for monitoring approval of new institutions offering Engineering/MCA/MBA/B-Pharmacy courses etc. by the State Government and A.I.C.T.E. The Department monitors the functioning of 120 Polytechnics (65 Government and 55 Private Polytechnics), 225 Engineering Colleges, 270 MCA Colleges, 205 MBA/PGDBA Colleges and 31 B. Pharmacy Colleges. The Commissioner of Technical Education is the Head of the Department and is assisted by two Regional Joint Directors, one Joint Director, Deputy Directors (Technical and Non-Technical), Assistant Directors (Technical and Non-Technical) and other supporting staff. The subject Polytechnics has been transferred to Skills Development and Training Department vide G.O. Ms. No. 153, General Administration (Cabinet II Department dated 09.12.2019).

1. Computer Programmer ₹. 29760-80930 (Grade 18)

Request: It is represented that the posts of Computer Programmer and Associate Lecturer (now designated as Lecturer) were created in G.O. Ms. No. 168 Higher Education (TE I) Department dated 08.05.1989. The successive Pay Revision Commissions assigned to this post a higher pay scale than that assigned to the Computer Programmer in other Departments like Forest Department, Police Department (Grey Hounds) and Rural Development Department and Junior Lecturers in Vocational Colleges. The Computer Programmer is the Laboratory in charge and conducts Computer Lab. Classes for the students. It is requested to award a pay scale corresponding to ₹.35120-87130 on par with pay scales of Computer Programmers of other departments and Associate Lectures, now called Lectures, of Technical Education Department						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	29760-80930 (18)	Computer Operator ₹.22460-66330 (12)	

Compared Post: Lecturers (Former Associate Lecturers)						
3110-6380 (18)	5980-12100 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)		Senior Lecturer (Former Lecturer) ₹.40270-93780 (22)
Compared Post: Computer Programmer (Forest Department)/ Police (Grey hounds)						
		9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	On deputation from AP Technology Services	
Compared Post: Computer Programmer (Rural Development)						
		10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	On deputation from AP Technology Services	
Compared Post: Junior Lecturers in Vocational Courses						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)		
Mode of Appointment: By transfer from the category of Computer Operator						
Qualification: Master degree in Computer Applications or its equivalent or a degree in Computer Science and Engineering or Information Technology from a recognized university or its equivalent and put up not less than 3 years of service in the category of Computer Operator in A.P.T.E.S.S.						

Recommendations:

The Computer Programmers in Forest and Rural Development Departments are on deputation from the Andhra Pradesh Technology Services and are not comparable. Similarly, comparison with the Junior Lecturers is not apt as their job profiles differ. At present, apart from the Departments cited, Computer Programmer category is available in the Medical & Health Department (Grade-17) and State Election Commission (Grade-16) also.

Keeping the qualifications and mode of recruitment in mind, it is considered that the existing scale is adequate. Hence the corresponding scale of ₹.45830-130580 (Grade-18) is assigned.

2. Workshop Foreman ₹. 29760-80930 (Grade 18)
3. Senior Instructor ₹. 24440-71510 (Grade 14)
4. Junior Instructor ₹. 19500- 58330 (Grade 10)
5. Workshop Attender/
Laboratory Attender ₹. 15460-47330 (Grade 06)

Request: It is represented that the qualifications for the post of Workshop Staff in the Polytechnics and Industrial Training Institutes are one and the same. But the successive Pay Revision Commissions, right since 1993, have been assigning lower pay scales to the Workshop Staff in the Polytechnics than those of their counterparts working in Industrial Training Institutes. It is requested to assign pay scales on par with their counterparts in Industrial Training Institutions as indicated below:

<u>Post in Technical Education Department Institutes</u>	<u>Similar Post in Industrial Training Institutes</u>
Workshop Foreman	Training Officer
Senior Instructor	Deputy Training Officer
Junior Instructor	Assistant Training Officer
Workshop Attender/Laboratory Attender	Technical Assistant

Workshop Foreman

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000 10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Senior Instructor ₹.24440-71510 (14)	-
Compared Post: Training Officer (former Foreman) in ITI						
2600-5580 (15)	5000 10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Deputy Training Officer ₹.26600-77030 (16)	

Mode of Appointment: By promotion from the category of Senior Instructor

Senior Instructor

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	24440-71510 (14)	Mechanic/ Instrument Mechanic/ Mechanic (General)/ Electrician ₹.21230-63010 (11)	Workshop Foreman ₹.29760-80930 (18)
Compared Post: Deputy Training officer (Former Senior Instructor) in ITI						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	125550-35800 (14)	26600-77030 (16)	Assistant Training Officer (former Junior Instructor) ₹.23100-67990 (13)	Training Officer (former Foreman) ₹.29760-80930 (18)

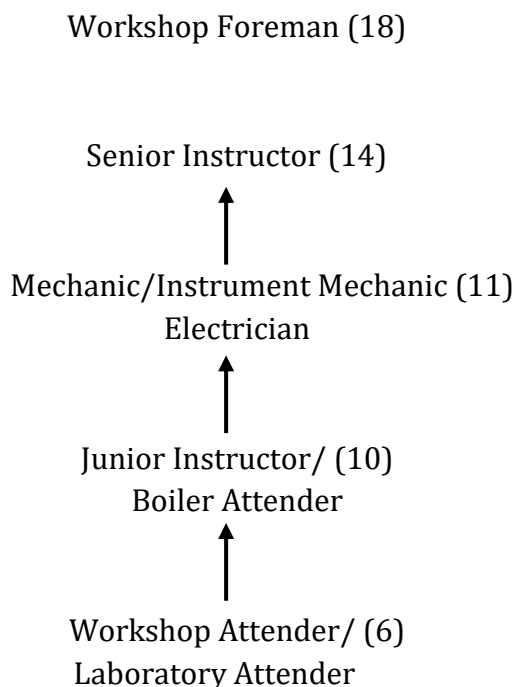
Mode of Appointment: By promotion from the categories of Mechanic/ Instrument Mechanic/ Mechanic (General)/ Electrician and if not available, by promotion of Junior Instructor, Lab/ Workshop Attenders						
Junior Instructor						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	9200-27000 (08)	19500-58330 (10)	Workshop Attender/ Lab Attender ₹.15460-47330 (06)	Mechanic/ Instrument Mechanic/ Mechanic (General)/ Electrician ₹.₹.21230-63010 (11)
Compared Post: Assistant Training Officer (Former Junior Instructor)						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	23100-67990 (13)	Technical Assistant (Former Work shop attender) ITI ₹.15460-47330 (06)	Deputy Training Officer (Former Sr. Instructor) ₹.26600-77030 (16)
Mode of Appointment : By promotion from the category of Workshop Attender/ Lab Attender and, if not available, by direct recruitment						
Qualification: A Diploma in Mechanical or Automobile Engineering or ITI Certificate in the concerned trade with one year experience after ITI						
Workshop Attender/Laboratory Attender						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7740-23040 (05)	15460-47330 (06)		Junior Instructors/ Boiler Attender ₹.19500-58330 (10)

Technical Assistant (Now Work shop attender) in ITI						
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7740-23040 (05)	15460-47330 (06)		Assistant Training Officer ₹.23100-67990 (13)
Mode of Appointment: By direct recruitment						
Qualification: A Diploma in Mechanical or Automobile Engineering or ITI Certificate in the concerned Trade with one year experience after ITI.						

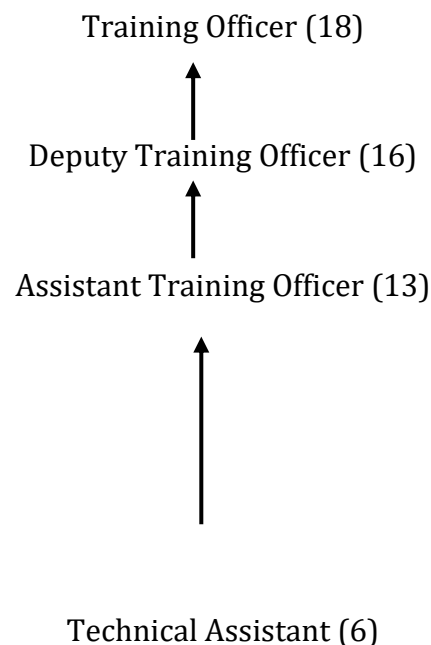
Recommendations:

It is apt to compare the hierarchy of workshop staff of Technical Education Department and ITIs, as shown below. It is observed that there is some difference in the two hierarchies. There is an intermediary category of Junior Instructor/Boiler Attender between the Mechanic/Instrument Mechanic and Workshop Attender/ Lab Attender in the Workshops in Poly-technics whereas there is no such post between the Assistant Training Officer and Technical Assistant in the ITIs as shown below:

Technical Education Dept. (Poly-technics)



ITIs



A comparative table of the qualifications of the two sets of workshop staff is as follows:

Workshop staff in Poly-techs		Workshop staff in ITIs	
Foreman	Dip. In Automobile/ Mechanical Engineering or ITI Certificate plus 2 years experience	Training Officer	Degree or Dip. In Engineering or National Apprenticeship Certificate plus SSC with Craft Instructors Training certificate
Sr. Instructor	-----do-----	Dy. Training Officer	Dip. In Engineering or National Apprenticeship Certificate plus SSC with Craft Instructors Training certificate
Mechanic etc.	-----do-----	Asst. Training Officer	-----do-----
Jr. Instructor/ Boiler Attender	Dip. In Automobile/ Mechanical Engineering or ITI Certificate plus 1 year experience	-----(No equivalent post)---	-----
Lab. Attender/ Workshop Attender	-----do-----	Tech Assistant	SSC with Certificate in NAC/NTC, preference for CTI trained candidate

Considering the comparative qualification levels and striking equations with the Workshop Staff of ITIs the following pay scales are assigned:

Workshop Foreman	₹. 45830-130580 (Grade-18)
Senior Instructor	₹. 40970-124380 (Grade-16) (improved by two grades)
Mechanic/Instrument Mechanic/ Electrician	₹. 35570-109910 (Grade-13) (improved by two grades)
Junior Instructor/ Boiler Attender	₹. 29980-94500 (Grade-10)
Workshop Attender/ Laboratory Attender	₹. 27500-87480 (Grade-8) (improved by two grades)

The Association of Workshop staff of Technical Education Department has further represented to the Commission that at present they have no avenue for promotion beyond the post of Senior Instructor and requested that the cadre strength of the category of Foreman, which still exists in the APTESS Rules, may be enhanced to provide them career advancement opportunities.

It is seen that the post of Workshop Foreman in 16 Government Polytechnics were redesignated as Workshop Superintendent in the year 1975. Subsequently Government have unified the teaching cadres in Polytechnics into a single category of Associate Lecturer (now Lecturer) with Degree in Engineering as the required qualification. Due to this the pre-existing promotional channel available to the Senior Instructors, who had Diploma qualification, were closed. In order to mitigate this hardship Government, vide G.O.Ms. No.214, Education Department dated 23-08-1990, amended the Service Rules providing for a ratio of 2:1 between the categories of Senior Instructors and Associate Lecturers for appointment to the category of Workshop Superintendent. However, this channel was also closed in 2005 after the issue of revised Technical Education Service Rules redesignating the post of Workshop Superintendent as Senior Lecturer.

The Commission feels that the above stated structural overhauling of the Technical Education Service has resulted in adverse consequences for the Workshop staff since their carrier progression opportunities beyond the stage of Senior Instructors have drastically dwindled. However, since this issue is beyond the purview of this Commission, we refrain from dwelling further on it. Suffice it to suggest that the Department may give a sympathetic consideration to the request of the Association for upgrading some of the posts of Senior Instructors as Workshop Foreman which would provide an avenue for promotion to the Senior Instructors.

15. (b). COLLEGIATE EDUCATION

A separate department of Collegiate Education was formed vide G.O. Ms. No. 343, Education Department dated 31.10.1989 to monitor the functioning of the Degree Colleges. The Department is headed by the Commissioner of Collegiate Education who is assisted by Joint Directors, Deputy Directors, Assistant Directors and other supporting staff. The Colleges are managed by Principals and supported by the Lecturers, Physical Directors, Librarians etc.

The departmental representations are discussed below:

1. **Principal** **UGC Scale of pay**
2. **Lecturer** **₹. 40270-93780 (Grade 22)**

Request: It is represented that in the A.P. Collegiate Education Service Rules, the post of Lecturer in Degree College has been made a feeder category to the post of Principal. The pay scale of Lecturers is being prescribed in the State Pay Scales but no pay scale is prescribed for the posts of Principals in Degree Colleges which is posing a problem in fixation of pay scale of Lecturers under the Automatic Advancement Scheme. It is requested to assign a Revised Pay Scale of ₹.102260-222220 (Grade 26) to the Principal and ₹.78960-203860 (Grade 22) to the Lecturers.						
Principal						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder category	Promotion Post
They are not in State Pay Scales					Lecturer ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Mode of Appointment: By promotion from the category of Lecturer						
Qualifications: i) Master's Degree with a minimum of 55% of marks or its equivalent degree or grade of B in the 7 points scale with letter grades O,A,B,C,D,E,F, ii) Ph. D or equivalent qualification iii) An experience of 15 years of teaching as a Lecturer in Government Degree College.						

Lecturers						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	20680-46960 (22)	40270-93780 (22)	Junior Lecturer ₹.37100-91450 (21)	Principal (UGC Scale)
Mode of Recruitment: By Direct Recruitment/ by transfer of Junior Lecturers in the related subject in the Department of Intermediate Education.						
Qualifications: By Direct Recruitment/transfer: i) Good academic record with a minimum of 55% marks or an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D, E & F at the master's Degree level, in the relevant subject, obtained from the Universities recognized in India. ii) Pass in National Eligibility Test (NET) for Lecturers conducted by UGC, CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.						

Recommendations:

No comparison has been drawn with any category in any Department nor any anomaly has been pointed out. The State Government has adopted the UGC pay scale for the Principal post in the Collegiate Education Department and therefore assignment of a State Government pay scale for the post of Principal, Degree College would not normally arise. We also understand that only Lecturers, who fulfill the conditions prescribed by the UGC, become eligible for consideration of normal promotion to the post of Principal. However complications arise in assigning pay scales to the eligible Lecturers under the Automatic Advancement Scheme as UGC pay scale cannot be assigned under the AAS. Hence, in order to obviate problem on this count, an indicative pay scale of ₹.70850-158880 (Grade 24) is assigned notionally to the category of Principal for the limited purpose of fixation of pay under the Automatic Advancement Scheme to the category of Lecturers.

15. (c). A.P. STATE ARCHIVES AND DISTRICT GAZETTERS

The origin of this Department is traced to 1894 when the then Nizam's Government took over the records which were under the custody of certain Jagirdar families and a new office was created. It was named as A.P. State Archives & Research Institute in January 1992. This Institute has Regional Offices at Visakhapatnam, Chittoor, and Rajahmundry. Its major activities are to centralize all permanent records, preserve them on scientific lines and make them accessible for historical research etc. besides publishing regularly those materials which are of historical and administrative interest. The Department is headed by a Director and he is assisted by Deputy Director and Assistant Directors besides Research Officers/ Assistant Research Officers, Archivists/ Assistant Archivists etc.

1. **Archivist** ₹. 28940-78910 (Grade 17)
 2. **Assistant Archivist** ₹. 22460-66330 (Grade 12)

Archivist						
This category plays active role in preserving old historical documents and records having heritage value in an orderly manner for the knowledge of and research by the current and future generations. They engage in preparation of reference media, micro filming of important records, digitalization of documents and published materials etc. The pay scale of this category needs revision in view of enhancement of pay scale of the feeder categories.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Assistant Archivist ₹.22460-66330 (12)/ Superintendent ₹.28940-78910 (17)/ Librarian ₹.29760-80930 (18)	Asst. Director (Technical) ₹. 37100-91450 (21)

Compared post: Superintendent						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Assistant Director (Administration) ₹.37100-91450 (21)
Mode of Recruitment: By direct recruitment or by promotion of Assistant Archivist, by transfer from Librarian or by recruitment by transfer of Superintendents of the Andhra Pradesh Ministerial Service Rules of the State Archives Department.						
Qualifications: Post Graduate Degree in Indian History or an equivalent qualification						
Assistant Archivist						
They assist the Archivists in various works listed above. The incongruity in pay scale of this category has come to the notice of the Commission.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
		6505-15025 (12)	11530-33200 (12)	22460-66330 (12)	Assistant Librarian ₹.23100-67990 (13) Senior Assistant ₹.22460-66330 (12) Junior Assistant/ Typist ₹.16400-49870 (07)	Archivist ₹.28940-78910 (17)
Mode of Recruitment: By direct recruitment or by promotion of Assistant Librarian or by transfer of Senior Assistant/ Junior Assistants /Typists (if Senior Assistant not available) possessing a degree qualification in the Andhra Pradesh Ministerial Service Rules						
Qualifications: Direct recruitment: A bachelor Degree or equivalent By promotion and Transfer: Proficiency in (a) Telugu and (b) Persian, Urdu or Marathi						

Recommendations:

Archivist: It is seen from the Service Rules that this category can be filled up by transfer of Superintendent or Librarian, both of which have been assigned Grade-18 by this Commission. As such, the post of Archivist should not be assigned a lesser pay scale/ grade than that of the Superintendent or the Librarian. In view of this, this category is assigned the pay scale of ₹.45830-130580 (Grade-18) on par with the Superintendent and Librarian, thus improving by one grade.

Assistant Archivist: It is seen from the Service Rules that this category can be filled up by transfer of Senior Assistant or Assistant Librarian, both of which have been assigned Grade-14 by this Commission. As such, the post of Assistant Archivist should not be assigned a lesser pay scale/ grade than that of the Senior Assistant or Assistant Librarian. In view of this, this category is assigned the pay scale of ₹.37640-115500 (Grade-14) on par with the Senior Assistant/Assistant Librarian, thus improving by two grades.

3. **Senior Research Assistant (Persian & Urdu)** ₹. 28940-78910 (Grade 17)
4. **Research Assistant (District Gazetteers)** ₹. 28940-78910 (Grade 17)
5. **Junior Research Assistant (Persian & Urdu)/
Research Assistant** ₹. 22460-66330 (Grade 12)

Senior Research Assistant (Persian & Urdu)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Junior Research Assistant (Persian) ₹.22460-66330 (12)	Assistant Director (Urdu/ Persian) (former Research Officer) ₹. 37100-91450 (21)
Mode of Recruitment: By promotion of Junior Research Assistant (Persian and Urdu) or by direct recruitment if no qualified or suitable Junior Research Assistant (Persian and Urdu) is available.						
Qualifications: By Promotion or Direct Recruitment: Post Graduation Degree in Persian with adequate knowledge of Urdu, having passed the degree examination with Urdu as one of the subjects.						

Research Assistant (District Gazetteers)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Senior Assistants ₹.22460-66330 (12)	
Mode of Recruitment: By Direct Recruitment or by transfer from Senior Assistants of the Andhra Pradesh Ministerial Service Rules in District Gazetteers Department						
Qualifications: Direct Recruitment: Post Graduation in any one of the following subjects a) English literature b) History c) Telugu d) Sanskrit e) Physics f) Chemistry g) Botany b) (h) Zoology or i)Economics or equivalent By transfer: Graduation						
Junior Research Assistant (Persian & Urdu)/ Research Assistant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
		6505-15025 (12)	11530-23200 (12)	22460-66330 (12)	Assistant Librarian ₹.23100-67990 (13) Senior Assistant ₹.22460-66330 (12) Junior Assistant/ Typist ₹.16400-49870 (07)	Archivist ₹.28940-78910 (17)
Mode of Recruitment: By transfer of Senior Assistant or transfer of Junior Assistant (if qualified Senior Assistant not available) or by direct recruitment						
Qualifications: A Bachelor Degree with Persian and Urdu as subjects						

Recommendations:

No request has been received from the above categories. The category of Senior Research Assistant (Persian and Urdu) and Research Assistant (District Gazetteer) have been enjoying parity with that of Archivist and similarly the Junior Research Assistant (Persian and Urdu) has been enjoying parity with the Assistant Archivist. The Commission finds no cogent reason to disturb the same. Accordingly, the following pay scales are assigned to these categories:

Senior Research Assistant (Persian & Urdu)	₹. 45830-130580 (Grade 18) (enhanced by one grade)
Research Assistant (District Gazetteer)	₹. 45830-130580 (Grade 18) (enhanced by one grade)
Junior Research Assistant (Persian & Urdu)	₹. 37640-115500 (Grade 14) (enhanced by two grades)

16. HOME DEPARTMENT
16. (a). POLICE DEPARTMENT

Police is a uniformed force constituted by the State and empowered by it to enforce law and order, protect lives and properties - both public and private, and to prevent crime. It ensures orderly functioning of the society by removing disruptive forces. The Police powers include the power to apprehend, arrest, prosecute and use proportionate force wherever necessary. It has been given wide powers under various statutes to discharge its functions effectively. The Police force in the State is headed by the Director General of Police (DGP), who is assisted by the Additional DGP, Inspector General of Police (IGP), DIG, Superintendent of Police (SP), Additional SP, Deputy SP and other Police functionaries up to the Constable level.

1. Commandant (Special Police Battalion) ₹. 52590- 103290 (Grade 26)

Request: It is represented that orders were issued in G.O. Ms. No. 74 (Home Legal II) Department dated 04.03.2013 equating the post of Commandant with that of the Superintendent of Police (Non Cadre). But these orders have not been reflected in the recommendations of the Tenth Pay Revision Commission and the orders issued thereon. Hence it is requested to incorporate the same.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Commandant in APSP						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Additional Commandant ₹.52590- 103290 (26)	
Compared Post: Superintendent of Police (Non-Cadre)						
5390-8930 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590- 103290 (26)	DIG of Police ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Additional Commandant. (Amendment to Andhra Pradesh Police (Special Police Battalions) Service Rules vide G.O. Ms. No. 218 Home (Legal II) Department dated 19.08.2010)						

Recommendations:

The Ninth Pay Revision Commission took into cognizance the Letter No. 414/G3/2009 dated 19.10.2009 of the Director General of Police proposing amendment to the Andhra Pradesh Police (Special Police Battalions Service) Rules making the post of Additional Commandant as feeder post to the post of Commandant and specifying its duties and responsibilities. It is observed by that Commission that as and when rules are amended and notified providing for making the Additional Commandant as the sole feeder category for the post of Commandant, the pay scale recommended by the Ninth Pay Revision Commission for Superintendent of Police (Non Cadre) be extended to it. It was recommended that till then the pay scale applicable to the Additional Superintendent (Non Cadre) shall be applicable.

Subsequently, orders were issued vide G.O. Ms. No. 218 Home (Legal II) Department dated 19.08.2010 amending the Andhra Pradesh Police (Special Police Battalions) Service Rules making the post of Additional Commandant as feeder category to the post of Commandant and orders were issued vide G.O. Ms. No. 74 Home (Legal II) Department dated 04.03.2013 assigning the pay scale of ₹. 29200-53060 (Grade-27) in the Revised Pay Scales, 2010 to the post of Commandant.

However, the Tenth Pay Revision Commission did not equate the Commandant (APSP) with the Superintendent of Police and recommended for it the pay scale of ₹. 52590- 103290 (Grade-26) on par with that of the Additional Superintended of Police.

This Commission is of the view that the anomaly pointed out is genuine since the post of Additional Commandant and Additional Superintendent of Police are at par and logically the next promotion posts of Commandant and Superintendent of Police should be equal in pay scale/ grade. The mandate of the Government order cited above is also to that effect. Accordingly, the Commandant (APSP Battalion) is assigned the pay scale of ₹.87480-170580 (Grade-27) on par with that of the Superintendent of Police (Non cadre), thus improving by one grade.

2. Inspector of Police ₹. 35120-87130 (Grade 20)

Request: It is represented that the jurisdiction of the Inspector of Police is four to five Mandals. He independently investigates crimes of grave nature. It is requested to assign the pay scale of ₹.40270-93780 on par with that of the Assistant Director. It is further requested to confer Gazetted status to the Sub Inspector of Police so that the post of Inspector of Police becomes second level Gazetted.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Inspector of Police.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹.40270-93780 (22)
Mode of Appointment: By promotion from the category of Sub Inspector of Police.						

Recommendations:

Parity has been sought with the post of Assistant Director without indicating any specific department. The hierarchy, feeder/promotion channel and scope of functions differ from department to department. Usually the post of Assistant Director is a first level promotion post in the State Service whereas the post of Inspector of Police is the entry level post in the State Service of Civil Police cadre. At present the post of Inspector of Police is enjoying a pay grade (Grade-20) which is one grade higher than the corresponding level in other uniformed services, namely Forest Range Officer, Assistant District Fire Officer, Jailor and Assistant Motor Vehicle Inspector and two grades higher than the Excise Inspector, duly reflecting the complex and risky nature of service rendered by the Police Inspector.

Keeping in view the above, it is considered that the existing pay scale is adequate. Accordingly, a corresponding pay scale of ₹.54060-140540 (Grade-20) is assigned to this category.

3. Sub-Inspector of Police ₹. 28940-78910 (Grade 17)

Request: It is stated that the Sub Inspector of Police is Station House Officer and in charge of Police Station. His/ her jurisdiction is a Mandal and he/ she is an independent investigating officer. He/ she is responsible for the maintenance of law and order in the Mandal. It is requested to assign the pay scale corresponding to ₹.35120-87130 on par with the Mandal Parishad Development Officer and Tahsildar.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Sub-Inspector of Police.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub Inspector of Police ₹.23100-67990 (13)	Inspector of Police ₹.35120-87130 (20)
Posts compared: Mandal Parishad Development Officer / Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹29760-80930 (18)/ Deputy Tahsildar ₹.28940-78910 (17)	Deputy Chief Executive Officer ₹42490-96110 (23)/ Revenue Divisional Officer ₹.40270-93780 (22)
Mode of Appointment: By Direct Recruitment/by promotion from the category of Assistant Sub Inspector of Police and Head Constable/ transfer of Reserve Sub-Inspector						
Qualification: By Direct Recruitment: Degree and qualifying in Physical Efficiency Test						

Recommendations:

The post of Sub Inspector of Police does not compare with either the Mandal Parishad Development Officer or the Tahsildar as their functions are entirely different. Moreover the latter two posts are in the respective State Services whereas the former is in the Sub-ordinate Service. Keeping in view the scope of activities and complex and arduous nature of duties and responsibilities, the Commission is of the view that this post deserves to maintain the existing one pay grade lead from the corresponding ranked posts in the Sub-ordinate Services of other uniformed departments viz. Forest, Prisons, Disaster Response and Fire and State Excise. Accordingly, the Commission assigns the pay scale of ₹.45830-130580 (Grade-18) to this category, thus improving by one pay grade.

4. **Assistant Sub Inspector of Police** ₹. 23100-67990 (Grade 13)
5. **Head Constable** ₹. 21230-63010 (Grade 11)
6. **Constable** ₹. 16400-49870 (Grade 07)

Assistant Sub Inspector of Police						
Request: It is represented that the post of Assistant Sub Inspector of Police is an intermediary post between that of Head Constable and Sub Inspector of Police. The senior Head Constables would reach this stage on the verge of retirement. It is stated that the Assistant Sub-Inspector of Police is an independent investigating officer and holds charge of the Police Station in the absence of the Sub Inspector of Police. It is requested that a pay scale of ₹.29760-80930 (Grade-18) be assigned to this post on par with special grade LFL Head Master in Primary schools.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Sub-Inspector of Police.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	23100-67990 (13)	Head constable ₹.21230-63010 (11)	Sub Inspector of Police ₹.28940-78910 (17)
Compared Post: Special Grade Head Master in Primary Schools.						
There is no such category in the Service Rules. Only under the Automatic Advancement Scheme a Head Master of Primary School is assigned the Special Grade scale which is one grade higher.						
Mode of Appointment: By promotion from the category of Head constable.						
Head Constable						
Request: It is represented that he looks after court cases and law & order issues complying with the instructions of superior officers. It is stated that when the post of Constable was equated with that of Junior Assistant, the post of Head Constable was not equated with that of the Senior Assistant. It is requested that a scale of pay of ₹.29760-80930 (Grade-18) be assigned on par with LFL Head Master in Primary schools.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Police Constable ₹.16400- 49870 (07)	Assistant Sub Inspector of Police ₹.23100-67990 (13)

Compared Post: LFL Head Master in Primary Schools.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Secondary Grade Teacher ₹.21230-63010 (11)	Gazetted Head Master/ Head Mistress, Grade II ₹.35120-87130 (20)
Mode of Appointment: By promotion from Police Constable.						
Police Constable						
<p>Request: It is represented that the Police Constable plays a crucial role in enforcement of law and order, in protection of peoples' lives and properties besides preserving the honour of women and shielding other vulnerable sections. He works round the clock at the beck and call of the superior officers. On the contrary, the School Assistant with Intermediate qualification and training, without any Physical standards and with limited working hours is drawing higher pay scales. In 1974, the Constables were drawing higher pay scale than the Secondary Grade Teachers and in 1978 both the posts were equated. With the regrouping of scales, they were grouped with the Secondary School teachers. Therefrom they are drawing higher scales. The promotion channels for teachers are brighter whereas Police Constables get only one promotion as Head Constable. It is requested for assigning a scale of pay corresponding to ₹.21230- 63010 (Grade-11) on par with Secondary Grade Trained Teachers.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (05)	2990-5810 (05)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Direct Recruitment	Head constable ₹.21230-63010 (11)
Compared Post: Secondary Grade Trained Teachers						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)		School Assistant ₹.28940-78910 (17)
Mode of Appointment: Direct Recruitment						
Qualification: Intermediate, fulfilment of physical and visual standards.						

Recommendations:

The posts of Police Constable, Head Constable/Assistant Sub Inspector do not compare with those of Secondary Grade Teachers/School Assistants/Headmaster of Primary Schools. The functions, qualification requirements and service conditions are entirely different. However keeping in view the duties and responsibilities attached to these posts, which are onerous and risk prone in nature, the Commission is of the consistent view that one pay grade difference with the equivalent rank categories in the other uniformed departments, which was in existence up to the 2010 RPS, is justified and accordingly assigns the following pay scales/ grades to the under mentioned posts:

Assistant Sub Inspector of Police	₹. 37640-115500 (Grade-14)
Head Constable/ Senior Commando	₹. 34580-107210 (Grade-12)
Constable/ Junior Commando	₹. 27500-87480 (Grade-8) (Improved by one grade each)

Administrative Wing

7. Chief Administrative Officer ₹. 42490- 96110 (Grade 23)
8. Administrative Officer ₹. 37100- 91450 (Grade 21)
9. Junior Administrative Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that the Chief Administrative Officer, Administrative Officer and Junior Administrative Officer are not Ministerial Service Officers and are governed by the Andhra Pradesh Police (Secretarial Establishment) Service Rules, 1994. It is requested to upgrade the pay scales by equating the Chief Administrative Officer with the Additional Superintendent of Police, Administrative Officer with the Deputy Superintendent of Police and Junior Administrative Officer with the Inspector of Police.

Chief Administrative Officer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Administrative Officer ₹. 37100- 91450 (21)	

Compared Post: Additional Superintendent of Police						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Superintendent of Police ₹.40270- 93780 (22)	Superintendent of Police ₹. 56870-105810 (27)
Mode of Appointment: By promotion of Administration Officer						
Administrative Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Junior Administrative Officer ₹.31460-84970 (19)	Chief Administrative Officer ₹. 42490- 96110 (23)
Compared Post: Deputy Superintendent of Police						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Inspector of Police ₹.35120-87130 (20)	Additional Superintendent of Police ₹.52590- 103290 (26)
Mode of Appointment: by transfer of Superintendent of the Andhra Pradesh Ministerial Service in the Police Department and Junior Administration Officer in the office of the City Police Commissioner.						
Junior Administrative Officer						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	Administrative Officer 37100- 91450 (21)
Compared Post: Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹.40270-93780 (22)
Mode of Appointment: By transfer of Superintendents						

Recommendations:

The posts of Chief Administrative Officer, Administrative Officer and Junior Administrative Officer do not compare with those of Additional Superintendent of Police, Deputy Superintendent of Police and Inspector of Police respectively as the functions and responsibilities attached to the two sets of posts are totally different. Considering the nature of work handled, the Commission is of the view that the present pay scales are appropriate and accordingly the following corresponding scales are assigned to these three posts:

Chief Administrative Officer	₹. 65360-154980 (Grade 23)
Administrative Officer	₹. 57100-147760 (Grade 21)
Junior Administrative Officer	₹. 48440-137220 (Grade 19)

Ministerial Wing

- | | |
|----------------------|----------------------------|
| 10. Superintendent | ₹. 28940-78910 (Grade-17) |
| 11. Senior Assistant | ₹. 22460- 66330 (Grade 12) |
| 12. Junior Assistant | ₹. 16400- 49870 (Grade 07) |

Request: It is represented that unlike other departments like Revenue, where the Ministerial staff are stationed at the district, divisional and Mandal offices to attend to service matters, in Police Department the service matters of all the Police personnel are attended to by the Ministerial establishment who are stationed in District Offices, Commissionerates, APSP Battalions, Police Training Colleges etc. The Ministerial staff attend to the service matters of thousands of executive personnel. Apart from the above, in the work relating to recruitment of various posts in Police, Prisons, Fire, SPF the Ministerial staff extend their support to the executive staff by reporting at 4 a.m. Thus, the Ministerial staff of Police Department has to be treated separately and segregated from the Common Categories.

It is requested to assign the pay scale of ₹.28940-78910 to the Superintendent on par with the Sub-Inspector of Police, ₹.23100- 67990 to the Senior Assistants on par with Assistant Sub-Inspector and the pay scale of ₹. 21230-63010 be assigned to the Junior Assistant on par with the Head Constable.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Superintendent						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14869-39540 (17)	28940-78910 (17)	Senior Assistant 22460- 66330 (12)	Junior Administrative Officer 31460-84970 (19)

Sub-Inspector						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub Inspector of Police ₹.23100-67990 (13)	Inspector of Police ₹.35120-87130 (20)

Mode of Appointment: By promotion of Senior Assistant

Senior Assistant in Police Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400- 49870 (7)	Superintendent ₹.28940-78910 (17)

Assistant Sub-Inspector						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	23100-67990 (13)	Head Constable ₹.21230-63010 (11)	Sub Inspector of Police ₹.28940-78910 (17)

Mode of Appointment: By promotion of Junior Assistant

Junior Assistant

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05)	Senior Assistant ₹.22460-66330 (12)

					Office Subordinate ₹.13000-40270 (01)	
Head constable						
1975- 4010 (09)	3750- 7650 (09)	5470- 12385 (09)	10900- 31550 (11)	21230- 63010 (11)	Police Constable ₹.16400- 49870 (07)	Assistant Sub Inspector of Police ₹.23100-67990 (13)
Mode of Appointment: By Direct Recruitment/transfer from the category of Record Assistant/ Office Subordinate.						
Qualification: Graduation and Proficiency in Office Automation with usage of computer and associated software” conducted by the APPSC or the recruiting agency (District Selection Committee) as the case may be.						

Recommendations:

The posts of Superintendent, Senior Assistant and Junior Assistant in the Police department are governed by the Andhra Pradesh Ministerial Service Rules. The mode of recruitment, qualifications prescribed and feeder categories etc. are the same/similar with those of the equivalent ‘Common Category’ posts. Further the duties and responsibilities are similar in nature. As such it is not desirable to treat the Ministerial establishment of Police department differently from that in the ‘Common Categories’.

Hence the pay scales of Superintendent, Senior Assistant and Junior Assistant, as assigned under the ‘Common Categories’, and the observations and recommendations thereunder shall apply equally to these posts as well.

Intelligence Wing:

The Intelligence Department works under the control of the Additional Director General of Police Intelligence. It comprises of Intelligence Headquarters, Counter Intelligence Cell, Security Wing, Special Intelligence Branch and six Regional Offices at Vijayawada, Visakhapatnam, Rajamahendravaram, Ongole, Tirupathi and Kurnool. Besides, there is a Special Unit at Hyderabad and 19 Zonal Offices in thirteen Districts in the State. The Intelligence Department (ID) staff work in the above offices and in the vital wings of the Police Department - Greyhounds and OCTOPUS. It is represented that the Department plays a vital role in maintenance of law and order, ensuring safety, security of the State and provides protection to all VIPs and VVIPs. The ID Ministerial staff are responsible for collecting, collating, evaluating, analyzing and disseminating Intelligence /information required by the Government, Intelligence Bureau, New Delhi as well as various law enforcing agencies for maintenance of peace and law and order.

The job demands highly exacting standards of professional competence, ethics, diligence and trust worthiness. The duties are unique in nature and strictly confidential. ID staff are precluded from participating in agitations held by the Government employees/ Association and they are expected to remain absolutely loyal to the Government as well as to the department they serve. The issues raised by the staff of this wing are discussed below.

13. **Administrative Officer** ₹. 42490-96110 (Grade 23)
 14. **Assistant Administrative Officer** ₹. 40270-93780 (Grade 22)
 15. **Manger** ₹. 37100-91450 (Grade 21)

Administrative Officer						
Request:						
<p>Request: It is represented that the Administrative Officer, Intelligence heads the Ministerial staff and shoulders onerous responsibilities. He acts as the link between the Additional Inspector General of Police and the Ministerial sections. He oversees the administration of fifteen sections, headed by Gazetted Officers and supervised by Assistant Administrative Officers. He supervises the overall functioning of six Reginal Offices. Another Administrative Officer works as the Private Secretary to DGP. He does liaison work between the Director General of Police and various officers. He supervises the work of Strictly Confidential Sections and sensitive matters. He is responsible for monitoring and maintenance of all the personal files/Annual Confidential Reports of all Gazetted Officers (except Inspectors of Police) working in the entire Police Department right from the rank of Deputy Superintendent of Police to Superintendent of Police. He is responsible for calling for and processing the Performance Appraisal Reports of all the IPS officers in the State right from the rank of Assistant Superintendents of Police to the Director General of Police. A third Administrative Officer is in the Police Commissionerate of Vijayawada and acts as the Liaison Officer between the Commissioner of Police and other senior police officers in Vijayawada. It is requested to assign the pay scale of ₹.46060-98440 on par with the Assistant Secretary to Government in the State Secretariat.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Assistant Administrative Officer ₹.40270-93780 (22)	

Compared Post: Assistant Secretary in Secretariat						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer ₹.37100-91450 (21)	Deputy Secretary to Government ₹.56870-105810 (27)
Mode of Appointment: By promotion from the category of Assistant Administrative Officer						
Assistant Administrative Officer						
Request: It is represented that the Assistant Administrative Officer is a second level Gazetted Officer. He is responsible for efficient functioning of about 3 to 5 sections headed by Gazetted Officers (Managers). It is pointed out that the Chief Administrative Officer, who is the second level Gazetted Officer in the same Police Department, is drawing a higher pay scale. It is requested to assign a pay scale of ₹.42960-96110 (Grade 23) on par with Chief Administrative Officer in the Officer of the DGP.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Manager ₹.37100-91450 (21)	Administrative Officer ₹.42490-96110 (23)
Compared Post: Chief Administrative officer in DGP's office						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Administrative Officer ₹. 37100- 91450 (21)	
Mode of Appointment: By promotion from the category of Manager						
Manager						
Request: It is stated that the Manager is the first level Gazetted post. The Manager heads a section. He discharges multi-dimensional duties and responsibilities and plays a pivotal role in coordinating and evaluating the work/information received. He ensures prompt dissemination of information after thorough evaluation with due diligence on accuracy. He discharges more onerous duties than those performed by the Section Officer (SC) in the State Secretariat but is drawing a lesser pay scale than the latter. It is therefore requested to assign the pay scale of ₹. 40270-93780 (22) on par with Section Officer (SC).						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Manager ₹. 31460-84970 (19)	Assistant Administrative Officer ₹.40270-93780 (22)
Compared post: Section Officer (SC) in Secretariat						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Section Officer (Strictly Confidential) ₹.28940-78910 (17)	
Mode of Appointment: By transfer from the category of Assistant Manager						

Recommendations:

The discussed posts are the three successive categories included in the promotional hierarchy of the Police (Intelligence) Service. The comparison made of the categories of Administrative Officer and Manager with the posts of Assistant Secretary and Section Officer (SC) respectively in the State Secretariat is not apt as their duties and functions are different. Keeping in view the duties and responsibilities attached to the discussed posts, it is considered that the existing pay scales are adequate. Hence, the following corresponding pay scales are assigned:

Administrative Officer	₹. 65360-154980 (Grade-23)
Assistant Administrative Officer	₹. 61960-151370 (Grade-22)
Manager	₹. 57100- 147760 (Grade-21)

16. Assistant Manager ₹. 31460-84970 (Grade 19)

17. I.B. Assistant ₹. 28940-78910 (Grade 17)

Assistant Manager						
Request: It is stated that the Assistant Manager deals with important and sensitive nature of work in the section. In Regional Offices he is responsible for the entire administration and smooth functioning of these offices. It is requested to assign the pay scale of ₹.37100-91450 (21) on par with Section Officers in the Secretariat.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	I.B. Assistant ₹. 28940-78910 (17)	Manger ₹.37100-91450 (21)
Section Officer in Secretariat						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Government ₹. 46060-98440 (24)
Mode of Appointment: By promotion from the category of Intelligence Branch Assistant.						
IB Assistant						
Request: It is stated that this category is at the cutting edge level in the hierarchy. It is not like Junior Assistant or Senior Assistant under Common Categories. It is unique and un-comparable with any other category of posts. The duties and responsibilities involve maintenance of secrecy of information received. It is also stated that the successive Pay Revision Commissions equated this post with that of Assistant Section Officer (Strictly Confidential Section). It is requested to continue that equation.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)		Assistant Manager ₹.31460-84970 (19)
Mode of Appointment: By transfer of personnel from the Ministerial Service in Police Department						
Qualification: A Bachelor's Degree and Typewriting examination in Lower Grade conducted by AP State Board of Technical Examination.						

Recommendations:

Keeping in view the duties and responsibilities, existing parities and job requirements, the Commission assigns the pay scale of ₹.48440-137220 (Grade-19) to the category of Assistant Manager and a pay scale of ₹.45830-130580 (Grade-18) is assigned to the category of IB Assistant (latter category improved by one grade)

18. Reporter ₹. 35120-87130 (Grade 20)

Request: The employees have represented that there is a wing in the Intelligence Department consisting of 16 Reporters. This wing cannot be compared with any other unit in the entire State with regard to its arduous nature of duties and responsibilities and work load. Though the Reporters perform multifarious tasks and are available round the clock, they were assigned lesser pay scale than the scale of pay of similarly placed categories. It is requested to assign the pay scale of ₹.37100-91450 - (Grade-21) on par with the Reporters in the A.P. Legislature.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Senior Stenographer ₹.22460-66330 (12)	(No promotion)
Compared post: Reporter in A.P. Legislature						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Telugu translator ₹.26600-77030 (16)	Assistant Secretary ₹. 46060-98440 (24)
Mode of Appointment: By transfer from the category of Senior Stenographer/by Direct Recruitment						
Qualification: By Direct Recruitment: Bachelor's Degree. Shorthand and Typewriting (Higher Grade) conducted by the A.P. State Board of Technical Education.						

Recommendations:

The Reporters in the State Legislature are required to note down, on the spot, the proceedings, speeches and deliberations in both Houses of the State Legislature as well the proceedings of various Committees of Legislature at the Head Quarters and on tours to various places. As such they have a comparatively higher work load. There has been a gap of one pay grade between the two posts since the 9th PRC. Considering the qualification prescribed and the hierarchical position, the Commission is of the view that the present scale attached to the Reporter of Intelligence wing is adequate and accordingly assign the corresponding pay scale of ₹.54060-140540 (Grade-20) to this post.

16.(b). PRISONS AND CORRECTIONAL SERVICES

The Andhra Pradesh Prisons Department came into existence on 1st November, 1956. The Department confines, manages and provides a safe, secure and humane environment to prisoners, both under trial and convicted, by utilizing a trained professional Prison Force and providing them opportunities for re-integration into society as responsible and productive citizens. Over a period of time, with the up-gradation of some jails as District Jails and Central Jails and due to construction of new jails, the number of institutions under the control of the Department have increased. In order to improve the operational efficiency of the institutions and to manage the department effectively, the administration has been decentralized and two Ranges were formed, namely the “Coastal Andhra Range” with 07 Districts and “Kadapa Range” with 06 Districts. With the implementation of modernization schemes, the infrastructure of the Prisons Department improved further on account of the construction of new prisons, improvement in the hygiene and sanitary conditions, medical facilities, construction of quarters for staff and introduction of new correctional programmes for the prisoners. The goals of the department are to –

- Keep the prisoners in safe custody.
- Maintain orderliness, control, discipline and safety of prison environment.
- Provide decent conditions for prisoners and meet their needs with respect to food, clothing, bedding, hygiene, sanitation and health care.
- Provide positive programmes which help prisoners reform their offending behavior and allow them as full and responsible a life as possible.
- Help prisoners prepare for their return to the community.
- Keep the prison force disciplined, motivated and professional with periodic training.
- Deliver efficient prison services using the resources provided by the Government.

The Director General of Prisons & Correctional Services is the head of the Department who is assisted by one Inspector General of Prisons and other officers including the Administrative Officer, Accounts Officer, Assistant Director (Statistics) and Assistant Director (Industries). The Deputy Inspector Generals are the Regional Officers. The representations received from the Department are discussed below:

1. Inspector General	₹. 73270-108330 (Grade 30)
2. Deputy Inspector General	₹. 61450-105810 (Grade 28)
3. Superintendents of Jails	₹. 49870-100770 (Grade 25)

4. Deputy Superintendents of Jails ₹. 37100-91450 (Grade 21)

5. Jailor ₹. 31460-84970 (Grade 19)

Request: Responding to the Questionnaire circulated by this Commission, it has been stated that the Prisons personnel are at present facing a lot of new challenges and are risking their lives as they are dealing with hard core fundamentalists, left wing extremists, international fraudsters, cyber criminals, organized mafia, dangerous dacoits, hired assassins, psychopathic killers etc. It is also stated that the pay scales of the Prison personnel in some States like Kerala are much higher than those of the Prisons Personnel in Andhra Pradesh. It is requested that pay and allowances may be allowed to them on par with those of the corresponding ranks in the Police Cadre. It is also urged that the pay scales of the Prisons personnel in Andhra Pradesh should be identical to those in the same department in Kerala.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Inspector General (Non-Cadre)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	34050-54360 (29)	73270-108330 (30)	Deputy Inspector General 61450-105810 (28)	Director General of Prisons (Cadre post)

Compared Post: Inspector General Non Cadre

7580-10100 (31)	14425-19150 (31)	21310-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Inspector General of Police ₹.66330-108330 (29)	
--------------------	---------------------	---------------------	---------------------	----------------------	--	--

Mode of Appointment: By promotion from the category of Deputy Inspector General.

Qualifications: Degree, Pass in Departmental Test and Accounts Test

Request: Requested for scale of pay of Rs.77400- 115200 of Kerala Prison personnel.

Deputy Inspector General (Non-Cadre)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	61450-105810 (28)	Superintendent of Jails ₹.49870-100770 (25)	Inspector General ₹.73270-108330 (30)

Compared Post: Deputy Inspector General of Police						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Superintendent of Police ₹.56870-105810 (27)	Inspector General of Police ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Superintendent of Jails						
Qualifications: Degree, Pass in Departmental Test and Accounts Test						
Superintendent of Jails						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	25600-50560 (25)	49870-100770 (25)	Deputy Superintendent of Jails ₹.37100-91450 (21)	Deputy Inspector of Jails 61450-105810 (28)
Compared Post: Superintendent of Police						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590-103290 (26)	Deputy Inspector General of Police (Non-Cadre) ₹. 66330-108330 (29)
Mode of Appointment: By promotion from the category of Deputy Superintendent of Jails						
Qualifications: Degree, Pass in Departmental Test and Accounts Test						
Deputy Superintendent of Jails						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Jailor ₹.31460-84970 (19)	Superintendent of Jails ₹.49870-100770 (25)

Compared Post: Deputy Superintendent of Police						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Inspector of Police ₹.35120-87130 (20)	Additional Superintendent of Police (Non-cadre) ₹.52590-103290 (26)
Mode of Appointment: By Direct Recruitment/ By promotion from the category of Jailor						
Qualifications : Direct Recruitment: Degree, Promotion: Degree, Pass in Departmental Test and Accounts Test, Training in any lower cadre						
Jailor						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Deputy Jailor 26600-77030 (16)	Deputy Superintendent of Jails 37100-91450 (21)
Compared Post: Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹. 40270-93780 (22)
Mode of Appointment: By transfer from the category of Deputy Jailor						
Qualifications: Degree, Pass in Departmental Test and Accounts Test						

Recommendations:

All the five categories under discussion are in the direct line of promotion in the Andhra Pradesh Jail Service. Compared to these categories, the duties and responsibilities of the corresponding categories of posts in the Police hierarchy are more arduous in nature. Recognising this fact, right since the 1993 RPS there have been differences in pay grades between the Police and the Prisons personnel of compared ranks. The Commission feels that the existing pay scales of the discussed cadres are adequate. Comparison with the pay scales of the Prisons Department personnel of Kerala State, taking one Department in isolation, is not appropriate. **Hence the corresponding pay scales/ grades, which are at par with those assigned to the**

equivalent ranks in the Fire Service and Disaster Response Department (adequately explained in the discussion under that department), are assigned, as indicated below:

Inspector General	₹. 112610-174790 (Grade-30)
Deputy Inspector General	₹. 94500-170580 (Grade-28)
Superintendents of Jails	₹. 76730-162780 (Grade-25)
Deputy Superintendents of Jails	₹. 57100-147760 (Grade-21)
Jailor	₹. 48440-137220 (Grade-19)

6. Chief Drill Instructor/Chief Law Instructor ₹. 28940-78910 (Grade-17)

It is represented that at present the pay scale assigned to them is two grades below that of the Jailor. These categories have requested for parity in pay scale with the category of Jailor (Men) since they are bracketed together as a single category in the Andhra Pradesh Jail Service Rule.

The Commission finds that these categories along with the categories of Welfare Officer and Case Worker in Borstal School together form Category (7)(a) of the Andhra Pradesh Jail Service Rules. Moreover all these categories have common feeder and promotion posts. As such the existing anomaly (disparity) in pay scales is removed by assigning all these categories a pay scale on par with the post of Jailor i.e. ₹.48440-137220 (Grade-19), thus improving by two grades.

7. Deputy Jailor ₹. 26600-77030 (Grade 16)

Request: In continuation of the requests made in respect of the Gazetted personnel of the Prisons Department, the Deputy Jailors have requested for parity in pay scale with the Sub-Inspectors of Police.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	13660-37570 (16)	26600-77030 (16)	Chief Head Warder ₹. 23100-67990 (13)	Jailor ₹. 31460-84970 (19)
Compared Post: Sub Inspector of Police						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub-Inspector ₹.23100-67990 (13)	Inspector of Police ₹. 35120-87130 (20)

					Head Constable ₹.21230-63010 (11)	
Mode of Appointment: By Direct Recruitment/by promotion from the category of Chief Head Warder/ by transfer of Senior Assistants						
Qualification: Direct Recruitment: Degree; Promotion – SSC, Pass in Accounts Test and Departmental Tests; Transfer: Degree, Pass in Accounts Test and Departmental Tests						

Recommendations:

The duties and responsibilities of the Sub-Inspector of Police are more arduous in nature compared to those of the Deputy Jailor. In fact right since the 1993 RPS there has been a gap of one pay grade between the two posts. Retaining the same parity the Commission assigns the pay scale of ₹.44570-127480 (Grade-17) to this category. This is also on par with the pay scale assigned to the Station Fire Officer in the Disaster Response and Fire Services Department, Excise Sub-Inspector and Deputy Range Officer (Forest Department).

It is observed that the categories of Assistant Matron and Deputy Jailor form common feeder category for promotion to the post of Jailor. Similarly these two posts have, apart from others, one common feeder category of Senior Assistant. Their qualifications are the same (Graduation degree) and they had parity in the 1993, 1999, 2005 and 2015 RPS. Hence the Commission recommends that the same pay scale of ₹.44570-127480 (Grade-17) shall also be applicable to the equivalent category of Assistant Matron,

- | | |
|----------------------|---------------------------|
| 8. Chief Head warder | ₹. 23100-67990 (Grade 13) |
| 9. Head Warder | ₹. 21230-63010 (Grade 11) |
| 10. Warder | ₹. 16400-49870 (Grade 07) |

Request: It is represented that the Chief Head Warder is the head of the Warder establishment. He is in charge of main gate which is the highest security point of the jails and also of all the blocks. The Chief Head Warder was in a higher pay scale than that of the Assistant Sub Inspector in the 1978 Pay Revision. It is requested to assign a pay scale on par with the LFL Head Master of Primary School.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Chief Head warder.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	23100-67990 (13)	Head warder ₹.21230-63010 (11)	Deputy Jailor ₹.26600- 77030 (16)
Compared Post: Head Master in Primary Schools.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	SG Teacher 21230-63010 (11)	Head Master ₹.35120-87130 (20)
Mode of Appointment : By promotion from Head warder 21230-63010-(11)						
Head Warder/ Warder						
Request: It is represented that the duty of the Head Warder and Warder starts from morning 5.30 AM and continues up to 6.30 PM in day duty and from 5.30 PM to 6.30 AM in night duty. They play a key role in the maintenance of the prison. They maintain discipline among the prisoners and escort them to the courts and hospitals. They are also responsible for preparing the inmates for technical education, and skill building activities like note book making, phenol making, electrical trades etc. and marshalling the prisoners to the moral classes so as to bring reforms among them. They maintain the ration store and ensure that hygienic food is served to the inmates. It is requested to assign pay scales to the Head Warder and Warder on par with the School Assistants and Secondary Grade Assistants respectively.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Head warder.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	21230-63010 (11)	Warder ₹.16400- 49870 (07)	Chief Head warder ₹.23100- 67990 (13)
Compared Post: School Assistant						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	SG Teacher ₹.21230-63010 (11)	Head Master ₹.35120-87130 (20)
Mode of Appointment: Head Warder: By promotion from the category of Warder.						

Warder						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)	Direct Recruitment	Head warder ₹.21230-63010 (11)
Compared Post: Secondary Grade Trained Teachers						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	School Assistant 28940-78910 (17)
Mode of Appointment: By Direct Recruitment						
Qualification: Intermediate. Preference for those having undergone Civil Defense training and gained experience as home-guard.						

Recommendations:

Comparison with the Schools Assistants and Secondary Grade Teacher is not apt as the duties and responsibilities and scope of service are entirely different. Moreover, the qualifications of the School Assistants and Secondary Teachers are Graduation with B.Ed and Intermediate with D.Ed respectively whereas the same for the Chief Warder, Head Warder and Warder is Intermediate only. The Commission further observes that there has been a gap in pay grades between the comparable posts in the Police and Prison department hierarchies in the 1993, 1999, 2005 and 2010 RPSs. This equation was altered in the 2015 RPS to one of parity only for the three categories now under discussion. The parallel posts in the Fire Services, Forest and Prisons Departments have however been having the same pay grades all through (from the 1993 RPS), as shown below:

Sl No	Compared Posts	1993 RPS	1999 RPS	2005 RPS	2010 RPS	2015 RPS
1	Assistant Sub-Inspector of Police	11	11	11	13	13
	Fire/Forest Dept.	No corresponding category				
	Chief Head Warder	9	9	9	11	13
2	Head Constable of Police	9	9	9	11	11
	Leading Fireman/ Driver Operator	8	8	8	10	11
	Forest Section Officer	8	8	8	10	11
	Head Warder	8	8	8	10	11

3	Police Constable	5	5	7	7	7
	Fireman	4	4	6	6	7
	Forest Beat Officer	4	4	6	6	7
	Warder	4	4	6	6	7

Considering the above equations and other aspects, the Commission is of the view that the presently assigned pay grades to the three categories are appropriate and accordingly fixes the following corresponding pay scales/grades:

Chief Head warder ₹. 35570-109910 (Grade-13)

Head Warder ₹. 32670-101970 (Grade-11)

Warder ₹. 25220-80910 (Grade-7)

11. Administrative Officer ₹. 35120-87130 (Grade 20)

Request: It is represented that the nomenclature of the post of P.A. to Inspector General of Prisons/ Superintendent of Jails has been changed to that of Administrative Officer vide G.O. Ms. No. 268 Home (Prisons A) Department dated 20.10.2010. It is averred that in the 2005 Pay Revision, the time scale of pay of both Administrative Officer and Deputy Superintendent of Jails were one and the same. However, in the Revised Pay Scales 2010 and 2015 the time scale of Administrative Officer was fixed one stage below the pay scale of the Deputy Superintendent of Jails. Both the posts are governed by the A.P. Jail Service Rules and both have equal responsibilities in the administration of the office and the prisons respectively. It is finally requested to assign a pay scale to the Administrative Officer on par with that of the Deputy Superintendent of Jails.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Superintendent ₹.28940-78910 (17)	
Compared Post: Deputy Superintendent of Jails						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Jailor ₹.31460-84970 (19)	Superintendent of Jails ₹.49870-100770 (25)
Mode of Appointment: By transfer of Superintendent						

Recommendations:

The category of Administrative Officer cannot be equated with that of Deputy Superintendent of Jails for the reason that their functions are entirely different. In fact office administration is entirely different from the administration of prisons. At present the Administrative Officer of Prisons and Correctional Service Department has been assigned a pay grade of (20) which is the same as fixed for this post in a majority of other Government Departments. As such the Commission feels that the present scale is apt and accordingly assigns this category the corresponding pay scale of ₹.54060-140540 (Grade-20)

16.(c). A.P STATE DISASTER RESPONSE AND FIRE SERVICES DEPARTMENT

The Andhra Pradesh Fire Service is one of the largest Fire Brigade networks in India with 175 fire stations. The Andhra Pradesh State Disaster Response and Fire Services Department responds to Fire and Emergency calls to prevent loss of life and property due to outbreak of fire and disasters. The activities of the department are mainly connected with fire prevention, firefighting, rescue activities and disaster response as given below:

- Responding to all natural and manmade outbreak of fire and other disasters
- Prescribing mandatory fire safety measures for various hazardous premises and enforcing their compliance
- Conducting fire audit of courts, banks, hospitals and other public institutions
- Creating fire and life safety awareness
- Imparting training in firefighting operations and rescue operations in various types of emergencies
- Providing standby of fire vehicles to ensue fire safety at VVIP programs and public meetings
- Ensuring Fire Preventive Measures in all multi-storied buildings and non multi-storied Buildings by conducting periodical inspections and issuing of No Objection Certificates

The department is headed by the Director General who is assisted by one Director of Fire Services, one Additional Director of Fire Services, two Regional Fire Officers, sixteen District Fire Officers, sixteen Assistant District Fire Officers and other supporting staff. The Fire Stations are manned by the Station Fire Officers, Leading Firemen, Firemen and other staff.

1. Director of Fire Services	₹. 66330-108330 (Grade 29)
2. Additional Director of Fire Services	₹. 61450-105810 (Grade 28)
3. Regional Fire Officer	₹. 49870-100770 (Grade 25)
4. District Fire Officer	₹. 37100- 91450 (Grade 21)
5. Assistant District Fire Officer	₹. 31460- 84970 (Grade 19)

Director of Fire Services

Request: It is stated that the Director is second in command in the department and assists the Director General in all operational, administrative, financial and other matters. The uniform code prescribed by the Director of Fire Services vide G.O. Ms. No. 205, Home (Prisons A) Department dated 17.08.2007 is similar to that of the Inspector General of Police (Non Cadre) but the scale of pay is less. It is requested to assign a pay scale to the Director, Andhra Pradesh State Disaster Response and Fire Services on par with that assigned to the Inspector General of Police (Non Cadre).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
Cadre post	Cadre post	Cadre post	31550-53060 (28)	66330-108330 (29)	Additional Director of Fire Services ₹.61450-105810 (28)	
Compared post: Inspector General of Police (Non-Cadre)						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Inspector General of Police ₹.66330-108330 (29)	
Mode of Appointment: By promotion from the post of Additional Director of Fire Services						
Additional Director of Fire Services						
Request: : It is stated that the Additional Director Fire Services is the third in command of the department and assists the Director General in all the operational, administrative, financial and other matters. The uniform code prescribed in GO Ms. No. 133 Home (Prions A) Department dated 02.06.20006 is similar to that of the Deputy Inspector General of Police. Hence it is requested to assign a pay scale on par with that of the Deputy Inspector General of Police						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Regional Fire Officer ₹.49870-100770 (25)	Director of Fire Services ₹.66330-108330 (29)
Compared Post: Deputy Inspector General of Police (Non-Cadre)						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Superintendent of Police ₹.56870-105810 (27)	Inspector General of Police (non-cadre) 80930-110850 (31)
Mode of Appointment: By promotion from the post of Regional Fire Officer.						

Regional Fire Officer

Request: It is represented that the Regional Fire Officer is third level gazetted officer in the department. After bifurcation of the State the residuary State of Andhra Pradesh consists of two regions and each region is administered by a Regional Officer. The post is said to be comparable to the post of Superintendent of Police (non-cadre) and hence it is requested to assign a par pay scale with that post.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	25600-50560 (25)	49870-100770 (25)	District Fire Officer ₹. 37100- 91450 (21)	Additional Director of Fire Services ₹. 61450-105810 (28)

Compared Post: Superintendent of Police (Non-Cadre)

5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590-103290 (26)	Deputy Inspector General of Police (Non-Cadre) ₹. 66330-108330 (29)
-------------------	---------------------	---------------------	---------------------	----------------------	---	---

Mode of Appointment: By promotion from the post of District Fire Officer.

Qualification: Must have passed the Station Fire Officers and Instructors Course and the District Fire Officers Course of National Fire Service College of Government of India

District Fire Officer

Request: It is represented that the District Fire Officer is the second level gazetted post and is in charge of a District. He ensures strict implementation of the norms stipulated for issuance of NOCs to various types of premises/ buildings. He inspects hazardous premises, creates awareness with regard to Fire Protection and Fire Safety measures by organizing mock drills and testing operational functionality of the fire protection installations. It is requested to allow parity in pay scale with the Deputy Superintendent of Police.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45950 (21)	37100-91450 (21)	Assistant District Fire Officer ₹.31460-84970 (19)	Regional Fire Officer ₹.49870-100770 (25)
Compared Post: Deputy Superintendent of Police						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Inspector of Police ₹.35120-87130 (20)	Additional Superintendent of Police (Non-cadre) ₹.52590-103290 (26)
Mode of Appointment: (i) By Direct Recruitment (ii) By promotion from Assistant District Fire Officer						
Qualifications: (i) By Direct Recruitment: Degree in Engineering (Fire), and if no candidate with BE (Fire) is available, candidates with Degree qualifications may be considered (ii) By transfer: must pass the examination in Manual of Firemanship, have a certificate of competence in wearing and instruction in the use of breathing apparatus, pass in prescribed departmental tests and pass in the Station Fire Officers and Instructors Course of the National Fire Service College of Government of India						
Assistant District Fire Officer						
Request: It is represented that the Assistant District Fire Officer is the first level gazetted post. He Supervises the fire-fighting operations in case of all major and serious fire accidents, reports the visiting notes to the chief office on Fire/Rescue/Emergency calls. He is responsible for planning the fire preparedness to tackle possible outbreak of fire during the visit of the VIPs/ VVIPs. It is requested that parity in pay scales may be allowed with the Inspector of Police.						

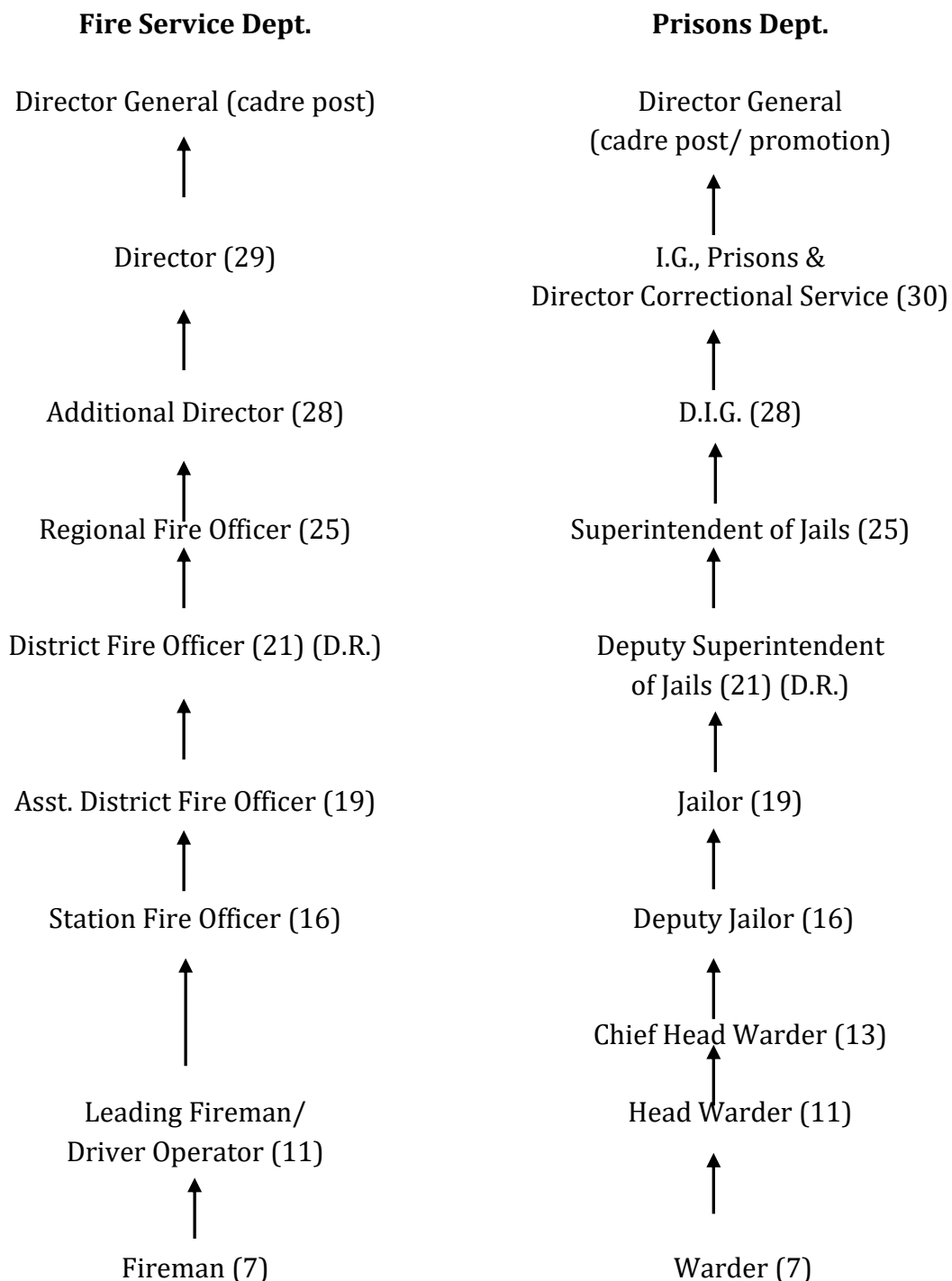
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Station Fire Officer ₹.26600-77030 (16)	District Fire Officer 37100- 91450 (21)
Compared Post: Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹. 40270-93780 (22)
Mode of Appointment: By promotion from the category of Station Fire Officer						
Qualification: Must have passed the Station Fire Officers and Instructors Course of the National Fire Service College of Government of India or must have undergone the three months Refreshers Course of Station Fire Officers in the Fire Service State Training School.						

Recommendations:

The categories of posts tabulated above are in the direct line of promotion in the Sub-ordinate/State Services of the Disaster Response and Fire Services Department. The post of Assistant District Fire Officer is the top most post in the Sub-ordinate service while the State Service cadre starts with the post of District Fire Officer. In fact, as seen from the above table, historically, in all the RPSs since 1993, the posts in the Police hierarchy with which comparisons have been drawn, have been given primacy in assignment of pay grades compared to their counterparts in the Fire Services Department. This is in view of the wider range and scope of duties and responsibilities entrusted to the Police department functionaries. The civil police has to take care of the task of maintenance of law and order, protection of lives and properties, control of crime, crowd and traffic control etc. besides discharging enforcement responsibilities under the statutes of various regulatory departments of the State Government. The Disaster Response and Fire Services Department renders critical service in specific situations of accidental occurrence and crisis. Hence they are not strictly comparable.

The Commission however finds that the various categories of posts in the State and Sub-ordinate Services of the Fire Service and Prisons Departments, both uniformed departments, have parity in pay scales in the 2015 RPS, except at the apex (Director/I.G.) level, as shown below. In fact, but for the two categories of Director and Additional Director, all the other categories right down to the bottom most post of Fireman, have had complete parity in pay scales with the corresponding categories of Prisons and Correctional Services Department right since the 1993 RPS.

(Pay Grades in brackets)



Considering the above aspects, the Commission is of the view that the existing pay grades assigned to the various cadres of Disaster Response and Fire Services Department, mentioned above, are appropriate except for the post of Director which deserves to be brought on par with the post of Inspector General, Prisons and Correctional Service, thus improving by one grade. Accordingly, the following pay scales/ grades are assigned:

Director of Fire Services	₹. 112610-174790 (Grade 30) (improved by one grade)
Additional Director of Fire Services	₹. 94500-170580 (Grade 28)
Regional Fire Officer	₹. 76730-162780 (Grade 25)
District Fire Officer	₹. 57100-147760 (Grade 21)
Assistant District Fire Officer	₹. 48440-137220 (Grade 19)

6. Station Fire Officer	₹. 26600-77030 (Grade 16)
7. Leading Firemen	₹. 21230-63010 (Grade 11)
8. Driver Operator	₹. 21230-63010 (Grade 11)
9. Firemen	₹. 16400-49870 (Grade 07)

Station Fire Officer.						
Request: It is represented that the Station Fire Officer is in charge of a fire station and is supposed to be available round the clock. The jurisdiction is spread over 6/7 Mandals, much wider than the jurisdiction of a Police Sub-Inspector. He has to inspect all the hazardous premises regularly and submit inspection reports to the superiors. It is requested that parity may be maintained with the Sub-Inspector of Police and Gazetted status be conferred on this category. There is another request to allow parity in pay scale with the Mandal Development Officer and Tahsildar.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	13660-38570 (16)	26600-77030 (16)	Leading Fireman/ Driver Operator ₹.21230- 63010 (11)	Assistant District Fire Officer ₹.31460- 84970 (19)
Compared Post: Sub Inspector of Police						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub Inspector ₹.23100-67990 (13) Head Constable ₹.21230-63010 (11)	Inspector of Police ₹. 35120-87130 (20)

Compared Post: Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Compared Post: Mandal Development Officer						
3110-6380 (18)	5980-12100 (18)	9285-2155 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹.29760-80930 (18)	Dy. Chief Executive Officer ₹.42490-96110 (23)
Mode of Appointment: By (i) Direct Recruitment (ii) promotion from the category of Leading Fireman and Driver operator.						
Qualification: Direct Recruitment – A Degree; Promotion- (i) Training for 5 months in the Fire Service State Training School (ii) one month training course in Driving Mechanism and Pump Operation in the Central Workshop (iii) course of practical training in fire-fighting and rescue (iv) training in office procedure and administration (v) certificate course of competence in wearing and instructions on Breathing Apparatus.						
Leading Fireman						
Request: It is represented that a Fireman gets promotion as Leading Fireman after undergoing a three month rigorous training at the State Training School. It takes twenty to twenty five years for a fireman to get promotion as Leading Fireman. He assists the Station Fire Officer in official work as well as for inspecting premises in hazardous areas. His job chart includes roster duties, conduct of drills, parades, writing panchnamas and general diaries, posting sentry duties. He leads the crew during firefighting, rescue and emergency operations and does standby duties, imparts fire awareness trainings and conducts mock drills for the staff. It is requested that parity in pay scale may be given with the LFL Headmaster in Primary School/School Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	21230-63010 (11)	Firemen ₹.16400-49870 (07)	Station Fire Officer ₹.26600-77030 (16)
Compared Post: Head Master in Primary School/School Assistant						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	SG Teacher 21230-63010 (11)	Head Master ₹.35120-87130 (20)
Mode of Appointment : By promotion from the post of Fireman						

Qualification: Must have undergone and passed the Training Course for Leading Fireman in specified subjects for a period of three months in the Andhra Pradesh Fire Service State Training School as per the programme and syllabus prescribed by the Director, Fire Services from time to time.

Driver Operator

Request: It is represented that the functions of the Driver Operator involve moving the Water Tender Vehicle and operating the pumps. It is stated that the core work of firefighting is attended to by the firemen. The driver operators do not participate in the said operation directly but are getting promotion as Station Fire Officer directly. It is requested to downgrade the pay scale of the Driver Operator on par with that of the Heavy Vehicle Driver under 'Common Categories' i.e. Pay Grade-8.

The Driver Operators, on the other hand, have countered the above request by stating that they have disassociated themselves from the A.P. State Disaster Response and Fire Services Association and joined the Andhra Pradesh Government Vehicles Driver Association. They have requested not to consider the request to down grade their pay scale and take into account the representation made through Government Vehicle Drivers' Association.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	21230-63010 (11)	Firemen ₹.16400-49870 (07)	Station Fire Officer 26600-77030 (16)

Compared post: Driver with HMV license in other departments

1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)		
-------------------	-------------------	--------------------	--------------------	---------------------	--	--

Mode of Appointment

By Direct Recruitment/promotion from the post of Firemen

Qualification: Direct recruitment: (i) S.S.C. (ii) Must possess a current and clean Heavy Transport Driving License which must have been valid for a minimum period of two years.

By promotion: i) Must have undergone the training for Driver Operator, conducted at the Andhra Pradesh Fire Service State training School in the specified subject for a period of four months as per the programme and syllabus prescribed by the Director of Fire Services from time to time and must have passed the examination conducted at the end of the course ii) Must possess a current and clean Heavy Transport Driving License which must have been valid for a minimum period of two years.

Fireman

Request: It is represented that a Fireman is an important post in the Fire Services Department and plays a crucial role during the firefighting, rescue and emergency operations. He has to undergo specialized trainings like swimming, first aid, chemical combustion, hose and hose fittings, rural area fires, hydraulic ladders etc. He is responsible for keeping the station premises, appliances, equipment, gears etc. clean and tidy. He attends to standby duties for VVIP helipads and convoys and festivals like Pushkarams, Ramzan, Ganesh Usthavams, Public Carnivals, Temples, public / political party strikes, communal riots, bando-baust etc. It is stated that the academic qualifications for the post of Secondary Grade Teachers is also Intermediate and they need not undergo any rigorous training. Their working hours are limited and they have good promotion channel. It is requested to bring them on par with the Secondary Grade teachers.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)		Leading Fireman Driver Operator ₹. 21230-63010 (11)
Compared post: Secondary Grade Trained Teachers						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)		School Assistant ₹. 28940-78910 (17)

Mode of Appointment: Direct Recruitment / selection from Home Guards

Qualification: By Direct Recruitment: Intermediate

By selection from Home Guards: Intermediate or equivalent examination.

ii) Fulfill the physical standards prescribed for the post of Fireman.

iii) Served in Home Guards organization continuously for a minimum period of 2 years out of which at least 180 days must have been spent actually as Home guards

Recommendations:

The above four posts are in the direct line of promotion in the Andhra Pradesh Fire Sub-ordinate Service

- (i) Station Fire Officer: Comparison with the post of Tahsildar and Mandal Development Officer is not apt since their functions and responsibilities are entirely different. In so far as the Sub-Inspector of Police is concerned, the duties assigned are more arduous in nature, and considering this, right since

the 1993 RPS the post has been assigned a pay grade which is one scale higher than that of the Station Fire Officer.

- (ii) **Leading Fireman:** Comparison with the categories of Head Master of Primary School/ School Assistant is not proper as the functions and scope of service are entirely different. Moreover the qualification prescribed for the post of School Assistant is much higher, i.e. Graduation Degree with B.Ed. There has also been several pay grades gap between the two posts since the 1993 RPS.
- (iii) **Driver Operator:** The Driver Operator, apart from driving the water tender, operates and maintains the pump and does sentry duty. The duties require higher degree of skill than that of the Heavy Vehicle Driver who only drives the vehicle. It is observed that since the 1986 RPS the Driver Operator post has enjoyed a pay grade on par with the category of Leading Fireman. It is a common feeder category along with Leading Firemen to the post of Station Fire Officer. It also constitutes a common promotion category, along with the Leading Fireman, for the feeder post of Fireman. Hence the higher pay scale assigned to this post than the HMV Driver (Grade-8) in 'Common Category' is justified.
- (iv) **Fireman:** Comparison with the post of Secondary Grade Teachers is not fair. The functions and service conditions of these posts are entirely different. Moreover, even as far as qualification is concerned, the Secondary Grade Teacher has to acquire D.Ed qualification in addition to a pass in Intermediate.

The Commission further observes that there has been a gap of one grade between the comparable posts in the Police and Fire Service hierarchies in the 1993, 1999, 2005 and 2010 RPSs. This equation was altered for the bottom two posts in the 2015 RPS, as shown below:

Sl No	Compared Posts	1993 RPS	1999 RPS	2005 RPS	2010 RPS	2015 RPS
1	Sub-Inspector of Police	14	14	14	17	17
	Station Fire Officer	13	13	13	16	16
2	Head Constable of Police	9	9	9	11	11
	Leading Fireman/ Driver Operator	8	8	8	10	11
3	Police Constable	5	5	7	7	7
	Fireman	4	4	6	6	7

Considering the above, the Commission is of the view that the existing pay grades attached to these posts are adequate, except for the post of Station Fire Officer which needs to be improved by one pay grade following a similar rise for the equivalent posts of Deputy Jailor, Deputy Range Officer and Excise Sub-Inspector in other uniformed departments, and accordingly assigns the pay scales as given below. These pay scales/grades are at par with the pay scales/grades assigned to the parallel ranked positions in the other uniformed departments namely, Transport, Prisons and Correctional Services, Forest and Excise Departments.

Station Fire Officer	₹.44570-127480 (Grade 17) (improved by one grade)
Leading Firemen/ Driver Operator	₹.32670-101970 (Grade 11)
Firemen	₹.25220-80910 (Grade 07)

10. **Administrative Officer** ₹. 35120-87130 (Grade 20)
 11. **Junior Administrative Officer** ₹. 29760-80930 (Grade 18)

Request: It is represented that the Administrative Officer and Junior Administrative Officer extend support to the Additional Director and Director in office administration. It is also stated that similar posts in the Police Department are in a higher pay scale. Hence it is requested that parity may be established for these categories with the Administrative Officer and Junior Administrative Officer in Police Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Administrative Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Junior Administrative Officer ₹.29760-80930 (18)	
Compared post: Administrative Officer of Police Department						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Junior Administrative Officer ₹.31460-84970 (19)	

Mode of Appointment: By promotion from the category of Junior Administrative Officer						
Junior Administrative Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Junior Administrative Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
---	---	----	15280-40510 (18)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	Administrative Officer ₹.35120-87130 (20)
Compared post: Junior Administrative Officer in Police Department						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	Administrative Officer ₹.37100-91450 (21)
Mode of Appointment: By promotion from the category of Superintendent						

Recommendations:

It is observed that the complement of Administrative Officers, Junior Administrative Officers and Superintendents in this Department are as follows:

	HoD Level	District Level	Total
1. Administrative Officer	1	0	1
2. Jr. Administrative Officer	2	2	4
3. Superintendent	8	13	21

The above posts are in direct promotional hierarchy. Considering the above indicated spans of control and also the pay scales assigned to the same categories in other departments, the following scales/ grades are assigned to these two categories:

Administrative Officer	₹. 57100-147760 (Grade-21)
Junior Administrative Officer	₹. 48440-137220 (Grade-19) (improved by one grade each)

16. (d). PRINTING STATIONERY AND STORES PURCHASE DEPARTMENT

Printing, Stationery and Stores Purchase Department caters to the Printing and Stationery needs of State Government Departments and Local Bodies. The Department comprises of three wings, namely Printing, Stationery and Stores Purchase. The Commissioner exercises administrative and supervisory control over all the above three wings. Consequent to the bifurcation of Andhra Pradesh State, only the Head of the Department has been divided. In the division only one first level gazetted officer i.e, Assistant Director(Administration) and (20) administrative staff, one Assistant Accounts Officer and (09) Accounts staff were allotted to Andhra Pradesh to look in to the administration and accounts related matters.

The Printing Wing has two major administrative units viz. (1) the Government Regional Press at Kurnool and (2) the Government Regional Press at Vijayawada. These two units function under the supervisory control of the Head of Department, Printing, Stationery and Stores Purchase Department at Vijayawada.

The representation received from the employees is discussed below,

1. Searcher ₹. 1300040270 (Grade 01)

Request: A representation has been filed stating that 18 employees were promoted temporarily from the category of Watchman to the category of Searchers vide proceeding dated 29-04-1986 of the Deputy Director (Tech), Government Regional Press, Kurnool. Thereupon the pay scale of these employees was raised from the earlier level of ₹.290-425 (Grade-1 of RPS 1978) to ₹.325-500 (Grade-3 of RPS 1978). Subsequently, in the RPS 1986, the first three grades of 1978 RPS were merged together as the new Grade-1. Again in the 1993 RPS, Grade-1 of 1986 RPS was split into Grade-1 and Grade-2. While so, the Searcher category was assigned Pay Grade-1 in the 1993 RPS and the same pay grade has continued till the 2015 RPS. Hence, now there is a request to restore the earlier assigned Grade-3 (as in 1978 RPS) in the current Revised Pay Scales.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)		Head Watch and Ward ₹.13780-42490 (03)
Mode of Appointment: By Direct Recruitment						
Qualification: Pass in 7 th Class examination						

Recommendations:

According to the Andhra Pradesh Printing Stationery and Stores Purchase Department Service Rules, the post of Searcher is to be filled in by Direct Recruitment. This category has been clubbed with the category of Watchman under 'Class Q- Attendance Section' of the said Service and is the entry level post in that Class. The next two promotion posts in the same Class are the posts of Head Watch and Ward (Grade-3) and Time Keeper (Grade-4). Hence the contention that it is a promotion post to the post of Watchman is wrong. As per the present salary structure Pay Grade-3 has been assigned to semi-skilled employees in various Departments such as Carpenter, Machine Minder, Welder, Head Cook, Fitter, Electrician, Machine Operator, Mechanic etc. Hence, keeping the qualifications, skill level and duties attached to the post in view, it is considered that the present pay scale is appropriate and accordingly the corresponding pay scale of ₹.20000-61960 (Grade 01) is assigned to this category.

16. (e). JUDICIAL DEPARTMENT

The supporting staff of the Subordinate Courts i.e. Courts other than Hon'ble High Court of Andhra Pradesh, are governed by the Andhra Pradesh Judicial Ministerial Service Rules, 2003 issued vide G.O. Ms. No. 129, Law (LA&J Home Courts D) Department dated 05.12.2003.

The Honourable Supreme Court of India, in WP.No.1022/1989, in the matter of All India Judges Association Versus Union of India and others dated 07.01.1998, directed the First National Judicial Pay Commission headed by Honourable Justice Sri K. Jagannath Shetty, to examine and recommend ways and means to improve the service conditions of the employees of Subordinate Courts. The Commission made specific recommendations in respect of each State including the State of Andhra Pradesh. The Honourable Supreme Court of India, on 26-03-2008 and 15-07-2008, directed to implement the recommendations of the Shetty Commission in respect of the employees of Subordinate Courts with effect from 01.04.2003. On the request of the Registrar General, High Court of Andhra Pradesh orders were issued vide G.O. Ms. No. 50 Law (LA&J- Home - Courts D) Department dated 23.04.2009 revising the pay and allowances of the staff of Subordinate Courts and modifying the Andhra Pradesh Judicial Ministerial Service Rules, 2003 to the extent required. These orders were given effect to in the Revised Pay Scales, 2010 as per the recommendations of the Ninth Pay Revision Commission. The pay scales were further revised as per the recommendations of the Tenth Pay Revision Commission.

1. Chief Administrative Officer ₹. 42490-96110 (23)

Request: It is represented that the Chief Administrative Officer is the highest post in the Andhra Pradesh State Judicial Ministerial Service Rules and is a Gazetted Post. He/she assists the Principal District Judge in judicial administration of all the Courts in the entire district and also attends to call work of the Civil Cases up to 90 days. In the 1999 Pay Revision, prior to introduction of the First National Pay Commission, this post was at par with the Junior Civil Judge. Hence it is requested to allow similar parity with the Junior Civil Judge in the ensuing RPS.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Chief Administrative Officer of Judicial Department

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	7400-15475 (21)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Senior Superintendent / Stenographers Gr-I ₹.29760-80930 (18)	

Junior Civil Judge (NOT IN PRC PURVIEW)

Mode of Appointment: By Promotion from the cadre of Senior Superintendents and Stenographers Grade-I in the ratio of 5:1

Qualification: Must be a Graduate and must have passed Departmental Tests i.e. Civil Judicial Test Part I & II, Criminal Judicial Test, Accounts Test for Sub-ordinate Officers Part-I and Translation Test.

Recommendations:

The Junior Civil Judges are not covered by the awards of the State Pay Revision Commissions. Hence the pay scales of the Judicial Officers cannot be considered as reference points for drawing parity for the administrative employees of the Sub-ordinate Courts who are governed by the State Government pay scales. Moreover the functions, professional qualification and skill of the Judicial Officers are entirely different. Considering the duties and responsibilities, position in the hierarchy and qualification level, the Commission is of the view that the existing pay grade is adequate and accordingly assigns the corresponding scale of ₹65360-154980 (Grade-23).

2. Senior Superintendent ₹. 29760-80930 (Grade 18)

Request: It is represented that the Senior Superintendent is the next level promotion post for the post of Superintendent. He/she performs supervisory functions over the ministerial cadres and is supposed to be well versed in State and Central Laws for discharging his duties. He attends to call work and has powers to adjourn civil cases in the court of Senior Civil Judge up to 90 days. It is requested to assign a higher pay scale keeping in view the duties and responsibilities attached to the post.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Superintendents ₹.28940-78910 (17)	Chief Administrative Officer ₹.42490-96110 (23)
Mode of Appointment: Promotion from the cadre of Superintendents.						
Qualification: Graduate, Must have passed Departmental Tests i.e. Civil Judicial Test Part I & II, Criminal Judicial Test, Accounts Test for Sub-ordinate Officers Part-I and Translation Test.						

Recommendations:

The Senior Superintendent is the next level promotion post to the post of Superintendent. This category was created after bifurcation of Superintendents in the APJMS Rules, 2003 and were formerly known as Head Clerk of District Courts, Additional District Courts, Sheristadars of Sub-Courts and Central Nazir of District Courts. Keeping in view the duties, responsibilities, hierarchical position and the pay grade assigned to the Superintendent (feeder category), the present pay scale is improved by one grade and a pay scale of ₹.48440-137220 (Grade -19) is assigned.

3. Superintendent	₹. 28940-78910 (Grade 17)
4. Senior Assistant	₹. 22460-66330 (Grade 12)
5. Field Assistant	₹. 16400-49870 (Grade 07)
6. Typist	₹. 16400-49870 (Grade 07)
7. Junior Assistant	₹. 16400-49870 (Grade 07)
8. Record Assistant	₹. 15030-46060 (Grade 05)
9. Office Subordinate	₹. 13000-40270 (Grade 01)

Superintendent

Request: It is represented that the post of Superintendent is a promotion post to the post of Senior Assistant. It is stated that as per the recommendations of the Justice Jagannath Shetty Commission the category of Superintendent/Sheristidar was introduced, which is special only to the Judicial Department. The duties are different from those of similar categories in other departments as the Superintendent is supposed to be well acquainted with the provisions of Law and note has to be prepared in each and every Civil and Criminal case file before numbering of the case. Further, he attends to call work and gives adjournments in Civil cases up to 90 days in the Court of Junior Civil Judge. He receives

Vakalathnamas, counters, written statements etc. in civil cases. It is requested to assign a better pay scale keeping in view the duties and responsibilities of this category.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Senior Superintendent ₹.29760-80930 (18)

Mode of Appointment: Promotion from the cadre of Senior Assistant.

Qualification: Graduate. Preference for computer skill, Must have passed Departmental Tests i.e. Civil Judicial Test Part I & II, Criminal Judicial Test, Accounts Test for Sub-ordinate Officers Part-I and Translation Test.

Senior Assistant

Request: It is represented that the Senior Assistant is a very important and responsible post. He attends to Bench work in the Court Hall and assists the Judge in the open Court by maintaining the valuable court records of Civil and Criminal cases. In view of the onerous duties, it is requested to assign a better pay scale compared to similar posts in other departments.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistants /Typists/Field Assistants ₹.16400-49870 (07)	Superintendents ₹.28940-78910 (17)

Mode of Appointment: By promotion of (a) Junior Assistants /Typists and (b) Field Assistants in the ratio of 5:1

Qualification: Graduate. Preference for Computer skills, Must have passed Departmental Tests i.e. Civil Judicial Test Part I & II, Criminal Judicial Test and Accounts Test for Sub-ordinate Officers Part-I (Promotion)

Junior Assistant/Typist

Request: It is represented that the role of Junior Assistant is different from that of similar categories in other Departments. He/ she prepares notes on each and every file before the starting of the court proceedings and also attends to other works. Thus the work stretches from 9 AM to 9 PM. In addition, when the Police functionaries produce a criminal before

the Judicial Officer at his/her residence, the presence of Junior Assistant is required for preparation of remand warrant etc. so that the accused person can be sent to the judicial custody without delay. He is the custodian of valuable documents such as pro notes worth one crore and above. Hence it is requested to assign a higher pay scale without comparing with the Junior Assistant of the Common Category.

Typist – It is represented that the role of the Typist in the Judicial Department is different from those in other Departments. He/she has to work along with the Judicial officer on the Bench to record depositions of witnesses and he/she is supposed to be well acquainted with judicial proceedings. Further the Typist has to feed the daily case proceedings in the e-Courts Project. It is requested to assign a higher scale to the Typist.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Examiners/ Copyists/ Process server/ Driver ₹.15460-47330 (06) Record Assistant ₹15030-46060 (05)	Senior Assistant ₹.22460-66330 (12)

Mode of Appointment: By (a) Direct Recruitment (50%) (b) promotion from the cadres of Examiners and Copyists (c) transfer of Record Assistants/ Drivers/ Process Servers

Qualifications: (a) Junior Assistant - Bachelor's Degree, Knowledge or qualification in computer operation (b) Typist- Bachelor's Degree, Knowledge or qualification in computer operation, must have passed Government Technical Examination in English typing (Higher Grade)

Field Assistant

Request: It is stated that the post of Field Assistant is very important in the Judicial Department. He attaches movable and immovable properties as per the orders of the High Court and prepares notes on execution orders, summons etc. His duties start early in the morning and stretches beyond the office hours for execution of summons etc. It is requested to assign a higher pay scale.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1665-3200 (06)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Process Server ₹.15460-47330 (06)	Senior Assistant ₹22460-66330 (12)
Mode of Appointment: By Direct Recruitment/transfer of Process Servers in Last Grade Service						
Qualification: Direct Recruitment/transfer: Bachelor's Degree.						
Record Assistant						
Request: It is represented that the Record Assistant is a feeder category to the post of Junior Assistant, Typist, Field Assistant along with Examiner, Copyist and Process Server. Hence it is requested to assign a pay scale on par with the Examiner, Copyist and Process Server.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
Rs.						
1535-2840 (04)	2870-5470 (04)	4260-9520 (04)	7740-23040 (05)	15030-46060 (05)	Attender ₹.13000-40270 (01)	Junior Assistant 16400-49870 (07)
Compared Post: Examiner of Judicial Department.						
1665-3200 (06)	3130-6150 (06)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	Attender ₹.13000-40270 (01)	Junior Assistant 16400-49870 (7)
Compared Post: Process Server of Judicial Department						
1375-2375 (01)	3130-6150 (06)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	Attenders ₹.13000-40270 (01) Jamedars ₹.14600-44870 (04)	Junior Assistant 16400-49870 (7)
Mode of Appointment: By transfer from the category of Attender/ Jamedar						
Qualification: Intermediate						

Office Subordinate						
Request: It is stated that the duties of office Subordinate in Judicial Department is different from those of similar categories in other departments and hence they should be assigned a higher pay scale						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)		Process Server/ Examiner ₹.15460-47330 (06)
Mode of Appointment: By direct Recruitment.						
Qualification: Must have passed VII class examination						

Recommendations:

No disparity in pay scales has been pointed out in respect of any of the above mentioned categories. The common request has been to assign higher pay scales compared to the same categories of posts in the other Government Departments. The argument advanced for such enhancement are not very convincing. Hence the Commission assigns the following pay scales to the above discussed categories of posts:

Superintendent	₹. 45830-130580 (Grade-18)
Senior Assistant	₹. 37640-115500 (Grade-14)
Field Assistant	₹. 28280-89720 (Grade-9)
Typist	₹. 28280-89720 (Grade-9)
Junior Assistant	₹. 28280-89720 (Grade-9)
Record Assistant	₹. 23120-74770 (Grade-5)
Office Subordinate	₹. 20000-61960 (Grade-1)

10. Stenographer Grade II ₹. 25140-73270 (Grade 15)

Request: It is represented that the category of Stenographer Grade II is equal to the cadre of Superintendent in the Judicial Department. Hence it is requested to assign a pay scale on par with that of the Superintendent.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	25140-73270 (15)	Stenographer Grade -III ₹.22460-66330 (12)	Stenographer Gr-I ₹.29760-80930 (18)
Compared Post: Superintendent of Judicial Department.						
2315-4880 (12)	4430-9300 (12)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Senior Superintendent ₹.29760-80930 (18)
Mode of Appointment: By promotion from the cadre of Stenographer Grade III						
Qualification: Graduate						

Recommendations:

The Commission finds that the Stenographer (former Personal Assistant) cadre has been divided into three, namely Stenographer-I, II and III in that order of descending hierarchy. At present the Stenographer-I has been assigned a pay grade on par with that of the Senior Superintendent, Stenographer-III (a promotion post from the category of Junior Assistant/Typist) is at par with the Senior Assistant and Stenographer-II has been assigned an intermediate pay scale between the two. Considering the hierarchy, duties and responsibilities attached to the posts and existing parities mentioned above the following pay scales are assigned:

Stenographer-I	₹. 48440-137220 (Grade-19)
Stenographer-II	₹. 44570-127480 (Grade-17)
Stenographer-III	₹. 37640-115500 (Grade-14)

11. Examiner/ Copyist/ Process Server ₹. 15460-47330 (Grade-6)

Request: The Association of Judicial Ministerial employees have requested for enhancement of pay scale of these categories. On behalf of the Process Servers it was requested to assign them a pay scale on par with that of the Police Constables.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		4595-10285 (6)	7960-23650 (6)	15460-47330 (6)	Attenders ₹.13000-40270 (1)	Junior Assistant ₹.16400-49870 (7)
Mode of Appointment: By Direct Recruitment/ by promotion from the cadre of Attenders						
Qualification: Examiner- Intermediate						
Copyist- Direct Recruitment: (i) Intermediate (ii) Pass in A.P. Government Technical Examination in English Typewriting by Higher Grade, provided that if candidates who have passed the examination by the Higher Grade are not available those who have passed the examination by the Lower Grade;						
Promotion: Pass in A.P. Government Technical Examination in English Typewriting by Higher Grade, provided that if candidates who have passed the examination by the Higher Grade are not available those who have passed the examination by the Lower Grade.						
Process Server- SSC						

Recommendations:

There is no similarity in the functioning of the Police Constable and the Process Server. Considering their job profiles and qualification levels these posts are assigned the following pay scales

Examiner/ Copyist	₹. 25220-80910 (Grade-7) (enhanced by one grade)
Process Server	₹. 23780-76730 (Grade-6)

12. Senior Driver (Light Vehicle)

Request: It is represented that the Justice Jaganadha Shetty Commission directed all the State Governments and High Courts to create Senior Driver (Light Vehicle) Post in the Judicial Department and the post should be filled up by promotion of Light Vehicle Drivers to provide a promotion channel. It is requested to assign a pay scale to the Senior Driver.

Recommendations:

The Commission gathers that as of now this post is not in existence in the Judicial Administration. However in case such a post is created in future, the same may be assigned a pay scale of ₹.27500-87480 (Grade-8) on par with that of the Senior Drivers of Government Departments.

16. (f). SAINIK WELFARE DEPARTMENT

Sainik Welfare Department is vested with the responsibility of re-settlement of ex-servicemen by way of employment, self-employment and training for suitable employment or self-employment. Further, the department looks after the welfare of ex-servicemen and monitors implementation of reservations for the children of ex-servicemen.

The main functions of the department are as under:

- Welfare, resettlement and rehabilitation of ex-servicemen and war disabled.
- Resettlement and re-habilitation of families of war deceased soldiers, deceased soldiers and ex-servicemen
- Assistance and welfare measures for the families of the Armed forces personnel.

The Rajya Sainik Welfare Board under the Chairmanship of the Hon'ble Chief Minister is a State level advisory Board and the Director, Sainik Welfare is the Member Secretary. The Zilla Sainik Welfare Board under the Chairmanship of the District Collector is the District level advisory Board and the Zilla Sainik Welfare Officer functions as its Member Secretary.

The department is headed by the Director who is supported by the Assistant Director, Placement Officer and Zilla Sainik Welfare Officers.

1. Director	₹. 56870-105810 (Grade 27)
2. Assistant Director	₹. 37100-91450 (Grade 21)
3. Placement Officer	
Zilla Sainik Welfare Officer	₹. 3160-84970 (Grade 19)
4. Assistant Accounts Officer	₹. 31460-84970 (Grade 19)

Request: It is represented that the Director of Sainik Welfare is a Non cadre Officer. The Zilla Sainik Welfare Officer is on par with other District Welfare Officers viz., District Social Welfare Officer, District BC Welfare Officer and District Tribal Welfare Officer. He tours the entire district coordinating with Mandal level officers to implement various welfare schemes, for the ex-servicemen, launched by the State and Central Governments. But the Zilla Sainik Welfare Officer has been assigned a pay scale lesser than that of the Mandal Revenue Officer. It is therefore requested that the pay scale of the Director may be revised to correspond to the present scale of ₹.66330- 108330 (29) so as to be on par with other departments. It is also requested to revise the pay scale of the Assistant Director on par with the Joint Directors of other Departments. It is similarly requested that the pay scales of Placement Officer, Assistant Accounts Officer and Zilla Sainik Officer be revised on par with other District level officers of other welfare departments (SC/ ST/ BC welfare).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Director

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Assistant Director ₹. 37100-91450 (21)	

Mode of Appointment: (i) By Direct recruitment of a retired officer of Armed forces not below the rank of Colonel or its equivalent rank in Navy/Air Force on reemployment basis or (ii) By promotion from the category of Assistant Director who shall be a retired officer from the Armed Forces, if eligible candidate for direct recruitment as mentioned above at (i) is not available.

Assistant Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Zilla Sainik Welfare officer / Placement Officer / Asst. Accounts Officer ₹.31460-84970 (19)	Director ₹.56870-105810 (27)

Mode of Appointment: By promotion of Zilla Sainik Welfare Officer, Placement Officer and Assistant Accounts Officer.

Zilla Sainik Welfare Officer and Placement Officer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	Assistant Director ₹. 37100-91450 (21)

Mode of Appointment: By Direct Recruitment or appointment by transfer of Superintendents in the AP Ministerial Service of Sainik Welfare Department.						
Qualifications: Ex-serviceman who retired not below the rank of Captain or equivalent rank in the Army/Navy/Airforce						
Assistant Accounts Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	31460-84970 (19)	Superintendent ₹. 28940-78910 (17)	Assistant Director ₹.37100-91450 (21)
District BC Welfare Officer / District Social Welfare Officer / District Tribal Welfare Officer						
3310-6840 (19)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant BC Welfare Officer Assistant SC Welfare Officer Assistant Tribal Welfare Officer ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By transfer of Superintendent in the Andhra Pradesh Ministerial Service in the Sainik welfare dept.						

Recommendations:

The Commission observes that the Department of Sainik Welfare, with limited functions and clientele interface, does not boast of the usual paraphernalia of administrative hierarchy i.e. Director supported by Additional/ Joint/ Deputy/ Assistant Directors but a truncated cadre of Director and an Assistant Director at the Head of Department level. Hence the comparisons sought to be drawn with Directors of other major Departments on the basis of commonality of designation is not very apt. Similarly, considering the relative scope of functions, responsibilities attached, span of control etc. the post of Assistant Director, which is at pay grade 21 [same as Asst. Directors (non-technical) of many other departments], cannot be equated with Joint Directors of other departments, as has been requested. Same is the position of the Zilla Sainik Welfare Officer, Placement Officer and Assistant Accounts Officer vis-à-vis the District BC/SC/Tribal Welfare Officer.

Keeping in view the above, the Commission recommends status quo, as far as pay grades are concerned, in respect of the posts of Director, Assistant Director and Placement Officer/ Zilla Sainik Welfare Officer /Assistant Accounts Officer.

Director	₹. 87480-170580 (Grade-27)
Assistant Director	₹. 57100-147760 (Grade-21)
Zilla Sainik Welfare Officer, Placement Officer and Assistant Accounts Officer	₹. 48440-137220 (Grade-19)

5. Superintendent ₹. 28940-78910 (Grade 17)

There is a request for up-gradation of the post of Superintendent to the Gazetted cadre with Gazetted officer's pay scale on par with the Revenue and Treasury Departments.

Recommendations:

Since this post is governed by a common service rule i.e. the Andhra Pradesh Ministerial Service Rules it will be dealt with under the 'Common Categories'.

6. Welfare Organizer ₹. 16400-49870 (Grade 07)

Request: It is requested to upgrade the post to that of Superintendent, as has been already implemented in some neighboring States like Tamil Nadu, Kerala, Maharashtra etc. During discussion with the Service Association it was further requested that the pay scale should be enhanced on par with the Welfare Organiser in the Women Development and Child Welfare Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Welfare Organizer.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Initial induction	-

Compared Post : Superintendent						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Zilla Sainik Welfare Officer Placement Officer Assistant Accounts Officer ₹.31460-84970 (19)
Mode of Appointment: By Direct recruitment						
Qualification: Should have served as an Ex-Service Man, passed Intermediate or equivalent examination, able to read, write and speak Telugu language.						

Recommendations:

The qualification level for the entry level post of Junior Assistant, from which the second level promotion post is the Superintendent in Common Category, is at present a Graduate Degree along with a pass in Computer Proficiency Test conducted by the APPSC. This is a much higher level of educational qualification and skill compared to that of the Welfare Organiser. The Commission observes that the pay grade assigned to the Welfare Organiser (qualification- SSC) in the Women Development and Child Welfare Department is Grade-8. Keeping in view the qualification levels, duties and responsibilities of the post under consideration and the compared posts, the Commission assigns the following pay scale/ grade to the post of Welfare Organiser:

Welfare Organiser (Benefit of one grade) ₹. 27500-87480 (Grade-8)



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-II/2



ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner



**REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-II/2**

**ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner**

INDEX

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
17.	Industries and Commerce Department	
	a) Industries, Commerce and Export Promotion Department	347
	b) Handlooms & Textiles Department	352
	c) Mines and Geology Department	356
	d) Sugar and Cane Commissioner Department	370
18.	Infrastructure and Investment Department	
	a) Ports Department	374
19.	Labour, Factories, Boilers and Insurance Medical Services Department	
	a) Labour Department	378
	b) Boilers Department	380
	c) Insurance Medical Services Department	385
20.	Law Department	
	a) Prosecutions	392
21.	Municipal Administration & Urban Development Department	
	a) Municipal Administration Department	398
	b) Town and Country Planning Department	406
	c) All Municipal Corporations	417
	e) Greater Visakhapatnam Municipal Corporation	420
	e) Vijayawada Municipal Corporation	422
	f) All Municipalities	424
22.	Panchayat Raj and Rural Development Department	
	a) Panchayat Raj Department	431
	b) Panchayat Raj Institutions including Gram Panchayats	433

23.	Planning Department		
	a)	Directorate of Economics & Statistics Department	450
24.	Revenue Department		
	a)	Land Administration Department	458
	b)	Survey Settlement and Land Records	469
	c)	Commercial Tax Department	477
	d)	Prohibition and Excise Department	484
	e)	Registration and Stamps Department	496
	f)	Endowments Department	503
25.	School Education Department		
	a)	School Education Department	508
	b)	Adult Education Department	517
	c)	Directorate of Government Examinations	523
	d)	Intermediate Education Department	525
	e)	Directorate of Public Libraries and Zilla Grandhalaya Samastha	533
26.	Department of Skills Development and Training		
	a)	Employment and Training Department	539
27.	Transport, Roads and Buildings Department		
	a)	Transport Department	551
28.	Water Resources Department		
	a)	Irrigation Department	560
	b)	Ground Water Department	562
29.	Welfare Departments		
	a)	Social Welfare, Tribal Welfare and BC Welfare Departments	567
	b)	Tribal Cultural Research & Training Institute	572
30.	Department for Women, Children, Disabled and Senior Citizens		
	a)	Women Development and Child Welfare Department	575

	b)	Department of Persons with Differently Abled and Senior Citizens Welfare	582
	c)	Juvenile Welfare and Correctional Services	591
31.	Youth Advancement, Tourism and Culture Department		
	a)	Archaeology and Museums Department	598
32.	Work-charged Establishment		600

17. INDUSTRIES AND COMMERCE DEPARTMENT

17.(a). INDUSTRIES, COMMERCE AND EXPORT PROMOTION DEPARTMENT

The main functions of the Department are:

- To Assist and guide the entrepreneurs for promotion and setting up of industrial units.
- To enable the entrepreneurs to get different industrial approvals and clearances from various departments/ agencies at a single point.
- Sanction of incentives to eligible industrial undertakings.
- To create a transparent, congenial, hassle-free and business friendly environment for attracting more investment for accelerated growth of industrial sector in the State.
- To arrange for allotment of scarce raw materials like Coal / Rectified Spirit (RS) / DS to industrial units.
- To arrange financial assistance to educated unemployed youth from Banks to set up their firms under the Prime Minister Employment Generation Programme (self- employment scheme)
- To provide marketing assistance to local industrial units
- To Rehabilitate Sick small industrial units.
- To settle disputes arising due to non-receipt of payment to local MSME suppliers from various purchasers especially Government Departments.

At the State level the Department is headed by the Commissioner, who is assisted by the Additional/Joint/Deputy/Assistant Directors and Ministerial staff. At the District level the District Industries Centers are managed by the General Manager (Joint Director cadre), supported by the Deputy/ Assistant Directors and Industrial Promotion Officers. The Departmental employees represented to the Commission in respect of the following posts:

- | | |
|------------------------------|-----------------------------------|
| 1. Joint Director | ₹. 56870-105810 (Grade 27) |
| 2. Deputy Director | ₹. 46060-98440 (Grade 24) |
| 3. Assistant Director | ₹. 40270-93780 (Grade 22) |

Request: It is represented that the Industries Department is a technical Department. The duties of the officers of the Industries Department include identifying the technical skills required for starting an enterprise and coordinating with various organizations like DRDA, STEP, APKVIB, SC/BC/ST Minorities/Women Finance Corporations in implementation of Self Employment Schemes and Employment Generation Programmes by providing necessary technical guidance. They were recruited by the APPSC as Assistant Directors, the entry level post. All the officers are possessing technical qualifications as in other

Engineering Departments. They used to carry scales on par with that of the Superintending Engineer, Executive Engineer and Deputy Executive Engineer respectively till the 1999 Pay Revision and it was disturbed in subsequent pay revisions. It has been requested to restore that parity.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Joint Director

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.66330-108330 (29)

Compared Post: Superintending Engineer

5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
-------------------	---------------------	---------------------	---------------------	----------------------	--	--

Mode of Recruitment: By promotion from the category of Deputy Director

Deputy Director

4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.40270-93780 (22) Senior Chemist	Joint Director ₹.56870-105810 (27)
-------------------	--------------------	---------------------	---------------------	---------------------	---	--

Compared Post : Executive Engineer

4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
-------------------	--------------------	---------------------	---------------------	----------------------	--	---

Mode of Recruitment: By promotion of Assistant Director

Assistant Director

3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Industrial Promotion Officer ₹.35120-87130 (20)/ ₹.31460-84970 (19)/ Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)
-------------------	--------------------	---------------------	---------------------	---------------------	---	--

Compared Post : Deputy Executive Engineer

3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Mode of Recruitment : By Direct Recruitment/By transfer from Industrial Promotion Officer/By transfer of Superintendent						
Qualifications By Direct Recruitment: A Second Class Degree in Engineering or Technology except Civil, Mining, Textile Technology and Leather Technology By Transfer: A Degree or Diploma in Engineering or Technology except Civil Mining, Textile Technology and Leather Technology or a Bachelor's Degree in any subject of Arts, Science or Commerce						

Recommendations:

The mandate of Industries Department is promotion and facilitation of industries by rendering technical and non-technical guidance whereas the Engineering Departments plan, design, estimate and execute public infrastructure like irrigation projects, roads, bridges, buildings etc. Thus the functions of the officers of Industries Department are different from those of the Engineers. Hence, comparison is not apt. Historically speaking, the compared categories have been carrying higher pay grades at least over the last three RPSs (2005, 2010 and 2015). Also, a one-to-one comparison between the two cadres is not apt as they have different constitutions and unequal number of categories in the State Services. **Keeping the qualifications and duties and responsibilities attached to these posts, it is considered that the existing pay scales are appropriate. Accordingly, corresponding pay scales are assigned to these categories:**

Joint Director	₹. 87480-170580 (Grade-27)
Deputy Director	₹. 70850-158880 (Grade-24)
Assistant Director	₹. 61960-151370 (Grade-22)

4. Industrial Promotion Officer

₹. 31460-84970 Grade- 19)

Request: It is represented that the Industrial Promotion Officers in all District Industries Centers are field level officers and directly report to the General Manager. They are responsible for carrying out various activities in their respective jurisdictions spread over 3 to 4 Mandals. They have been allowed the pay scale of ₹.31460-84970 (Pay Grade-19) on par with the Assistant Engineers but not on par with Assistant Executive Engineers though the qualifications and responsibilities are similar. The qualifications prescribed for the post of Industrial Promotion Officers are B.E. or Diploma with an experience of three years whereas the qualification for the post of Assistant Engineer is Degree in Engineering or Diploma. They have further stated that where experience is prescribed as a qualification the pay scale has to be adjusted as per the experience required for the job as in the case of Assistant Electrical Inspector and Maistry in Legal Metrology department. They have requested to assign the pay scale of ₹.37100-91450 on par with the Assistant Executive Engineer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Industrial Promotion Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5800 (15)	5000-10600 (15)	9285-21550 (19)* ₹.8815-20300 (18)**	16150-42590/ (19)* 15280-40510 (18)**	35120-87130 (20)* ₹.31460-84970 (19)**	Initial Recruitment	Assistant Director ₹.40270-93780 (22)

* for Special Recruitment Engineering Graduates

** For other Engineering Graduates/ Diploma Holders

Compared Post: Assistant Executive Engineer

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Initial Recruitment	Deputy Executive Engineer ₹. 42490-96110 (23)
-------------------	--------------------	--------------------	---------------------	---------------------	---------------------	---

Mode of Recruitment : By Direct Recruitment

Qualifications : (a) A Degree in any Branch of Engineering of Technology (Excluding Civil Engineering or Architecture) OR (b) A Diploma in Engineering other than Civil Engineering and Architecture with three years' experience in any reputed Work-shop, Factory or an Industrial Undertaking.

Recommendations

The post of Industrial Promotion Officer is not comparable to the post of Assistant Executive Engineer for the reason that the duties of both the posts are different. While the former engages in promotion of industrial units and facilitation of their grounding, the latter designs, draws, estimates and executes public infrastructural works. The former is in the State Service of the Engineering Departments while the latter is in the Industries Sub-ordinate Service. The Commission finds that there is equivalence in academic qualification between the posts of Industrial Promotion Officer and Assistant Engineer, both of which are also the highest promotional levels in the respective Sub-ordinate Services. **Keeping in view the above, the Commission assigns the corresponding revised pay scale of ₹.48440-137220 (Grade- 19) to the Industrial Promotion Officers, except for the IPOs in a single batch who were recruited through the Special APPSC recruitment with B.E. qualification. The latter are assigned the corresponding revised scale of ₹.54060-140540 (Grade-20).**

17.(b). HANDLOOM AND TEXTILE DEPARTMENT

The Department of Handloom and Textile is concerned with both Handlooms and Power Looms within and outside the Co-operative fold and the garment industry in the organized and decentralized sector. It is also engaged in setting up Apparel and Textile Parks in the Garment sector. The Director of Handloom and Textile is entrusted with the responsibility of overall supervision of the activities of the Department. He is assisted by one Additional Director, one Joint Director, Two Deputy Directors and Two Asst. Directors (H&T) at the Head office.

In order to decentralize the administration in the Handlooms and Textiles Department so as to be closer to the Industry, the State Government has setup three 3 Regional Offices at Rajahmundry, Ongole, and Tirupati. Apart from these, there are 12 district offices headed by Assistant Directors (H&T). There is also a Handloom Weavers Training Centre at Hindupur in Anantapuramu District under the control of the Department. Its prime objective is to impart advance training to handloom weavers in order to upgrade their skills to work on improved looms with better designs.

The representations received from various cadres of the Department are discussed below:

1. **Development Officer** ₹. 29760-80930 (Grade 18)
2. **Assistant Development Officer** ₹. 26600-77030 (Grade 16)

Request: It is represented that the Development and Assistant Development Officers discharge quasi-judicial, statutory, executive, technical, financial and administrative duties. They act as inquiry officers, inspecting officers, arbitrators, sale officers and liquidators. They supervise production of handloom goods in the Weavers Co-operative Societies and guide them in designing the latest patterns that suits the taste of the consumers. They implement several developmental and welfare schemes for weavers, formulated to ameliorate their conditions. Despite their multifarious duties, they are getting lower pay scales when compared to several other equivalent posts. It is requested to assign the pay scale of ₹.35120-87130 (Grade 20) (on par with Tahsildar, MDO, Dy. Asst. Commissioner of State Tax, Asst. Audit Officer etc) to the Development Officer, and ₹.28940-78910 (17) (on par with Dy. Tahsildar, GST Officer, Asst. Labour Officer, Municipal Commissioner Gr-III, Sub-Registrar Gr-II and ARCS) to the Assistant Development Officer respectively.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Development Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Development Officer ₹.26600-77030 (16)	Assistant Director ₹. 37100-91450 (21)
Compared Post: Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Compared Post: Deputy Assistant Commissioner of State Tax						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	GST Officer ₹.28940-78910 (17)	Assistant Commissioner, State Tax ₹.40270-93780 (22)
Compared Post: Mandal Parishad Development Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹.29760-80930 (18)	Deputy Chief Executive Officer ₹.42490-96110 (23)
Compared Post: Assistant Audit Officer of State Audit Department						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Senior Auditor ₹22460-66330 (12)	Audit Officer ₹.40270-93780 (22)
Compared Post: Section Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Govt. ₹.46060-98440 (24)

Mode of Appointment : By promotion from the category of Assistant Development Officer and Technical Assistant (no further recruitment for T.A.s)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Development Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	11860-34050 (13)	26600-77030 (16)	Senior Assistant ₹.22460-66330 (12)	Development Officer (H&T) ₹.29760-80930 (18)
Compared Post: Deputy Tahsildar						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Tahsildar 35120-87130 (20)
Compared Post: GST Officer						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Deputy Assistant Commissioner of State Tax 35120-87130 (20)
Compared Post: Assistant Labour Officer						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Assistant Commissioner, Labour ₹.37100-91450 (21)
Compared Post: Municipal Commissioner Grade III						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Manager ₹.28940-78910 (17) Sanitary Supervisor ₹.24440-71510 (14)	Municipal Commissioner Grade II ₹.35120-87130 (20)

Compared Post: Sub-Registrar Gr-II (Registration and Stamps Department)						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Sub-Registrar Gr-I ₹.31460-84970 (19)
Compared Post: Assistant Registrar of Co-operative Societies (Former Sub Registrar of Co-operative Societies)						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Senior Inspector ₹.26600-77030 (16)	Deputy Registrar ₹.37100-91450 (21)
Mode of Appointment: By Direct Recruitment or by transfer of Senior Assistants						
Qualification: Bachelor's Degree or Diploma in Textile Technology or Handloom Technology						

Recommendations:

Most of the other posts, with which a comparison has been sought for in the representation and shown in the above table, have totally different functional responsibilities and are not comparable at all. Earlier this Department was with the Co-operative Department until its separation in the year 1973. The post of Assistant Development Officer (H&T) has been one of the posts included in the Group-II examination of the APPSC for direct recruitment along with other posts. It is also to be noted that the qualification prescribed for the post of Assistant Development Officer (Graduation/ Diploma in Textile/Handloom Technology) is higher than that of the Senior Inspector of Co-operation (Intermediate) (Grade-16) with which parity has been drawn in the 10th PRC. Moreover the former has provision for direct recruitment whereas the latter is appointed by promotion of Junior Inspectors.

Keeping in view these aspects and the respective duties and responsibilities attached to the relevant posts compared here, it is recommended that the existing pay scales be revised as follows:

Development Officer	₹. 48440-137220 (Grade 19) (enhanced by one grade)
Assistant Development Officer	₹. 44570-127480 (Grade 17) (enhanced by one grade)

17.(c). MINES AND GEOLOGY DEPARTMENT

The Department of Mines and Geology was established as an independent Department in the year 1977. The department is headed by the Director, who is also ex officio Secretary to Government and is assisted by three Zonal Joint Directors, five Regional Deputy Directors, twenty two Assistant Directors (Regular) and nine Assistant Directors (Vigilance).

The functions of the department are to:

- Serve as a guiding force to translate the State's mineral potential into reality with the objectives of eco-friendly and sustainable mining,
- Focus on augmenting the inventory of mineral resources
- Accelerate the growth of mineral production thereby leading to overall development of the mining sector.
- Simplify the procedure for grant of leases and receipt, processing and disposal of Mineral Concession Applications
- Collect mineral revenue from the lease holders
- Inspect mineral based industries and monitor raw mineral supplies and transportation of mineral products
- Regulate mining activity through leases
- Promote mineral prospecting
- Curb illegal mining

The Andhra Pradesh Mining Service Rules issued vide G.O. Ms. No. 59, Industries and Commerce (Mines I) Department dated 10.03.1998 and the Andhra Pradesh Mining Subordinate Service Rules of Industries and Commerce (M.1)(1) Department dated 22.06.1999 govern various cadres in the department. The representations received are discussed below:

1. **Director (Mines & Geology)** ₹. 66330-108330 (Grade- 29)
2. **Assistant Director (Mines & Geology)** ₹. 37100-91450 (Grade-21)

Director (Mines & Geology)

Request: It has been represented that in the 10th PRC the Director, Mines & Geology has been assigned a pay scale of ₹66330-108330 which is lower than that of the Director of Ground Water Department although both the Departments are technical Departments discharging similar type of functions. It has also been represented that in the 9th PRC the pay scales of both the Assistant Director of Mines and Geology and the Assistant Director of Ground Water were the same at ₹19050-45850 (Grade-21) whereas in the 10th PRC, while assigning the same pay grade of 21 (₹37100-91450) to the former, the latter was placed in a higher pay grade of 22 (₹40270-93780). Thus the existing parity was disturbed. It is

therefore requested to revise the pay scales upward for both the Director and the Assistant Director (Mines & Geology).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
			31550-53060 (28)	66330-108330 (29)	Joint Director 52590-103290 (26)	-
Compared post: Director, Ground Water						
6610-9820 (29)	14425-19125 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Joint Director ₹.52590-103290 (26)	-
Mode of Recruitment: By promotion from the category of Joint Director, Mines & Geology						
Assistant Director, Mines & Geology						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Assistant Geologist ₹35120-87130 (20)	Deputy Director, Mines & Geology ₹46060-98440 (24)
Compared Post: Assistant Director, Ground Water						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Assistant Hydro-geologist ₹37100-91450 (21)	Deputy Director, Mines & Geology ₹46060-98440 (24)
Mode of Appointment : By promotion from the category of Assistant Geologist						

Recommendations:

a) Director, Mines & Geology:

The post of Director, Mining & Geology is an important position in the administrative hierarchy of the department. He is instrumental in proposing to the Government appropriate mineral production policies for the State. Also he has to interact with various scientific organisations working in the field of mining and geology and mineral exploration. Apart from this he has also to devise ways and means for augmenting mineral revenues of the State and plugging leakages of revenue by curbing illegal mining activities.

As seen from the above table, this post was never enjoying parity with the post of Director, Ground Water Department although the functions and characteristics of both the Departments have lot of similarities. It has also been brought to the notice of the commission that in G.O.Ms. No. 138 dated 04-12-2018 of the Industries & Commerce (Estt.) Department the Government have approved the up-gradation of one post of Joint Director of Mines and Geology as Additional Director of Mines and Geology in the pay scale of ₹66330-108330 (Grade-29). However the necessary amendments to the Andhra Pradesh Mining Service Rules providing for the mode of appointment for this post and specifying its subsequent promotion post has not been placed before the Commission. The tenor of the G.O. cited above however suggests that this post would be the next promotion post from the post of Joint Director of Mines & Geology.

Keeping the above in mind and the consideration of parity with the post of Director, Ground Water Department, which is a valid contention, the Commission assigns the following pay scales to the posts mentioned below, subject to issue of amendment to the rules on the aspects mentioned above :

Director, Mines & Geology	₹. 124380-179000 (Grade-31) (benefited by two grades)
Additional Director, Mines & Geology	₹. 101970-174790 (Grade-29) (new post)

b) Assistant Director, Mines & Geology

It is seen from the relevant Service Rules of both the Mines & Geology as well as the Ground Water Departments that the positions of the posts of Assistant Directors (Technical Wings) in the vertical hierarchies of both the Departments are identical, namely the first level promotion post in the respective State Services. Their qualification levels are also identical. Both of them discharge similar functions, one in respect of prospecting and exploitation of mineral resources and the other in respect of underground water resources. It is also observed that the pay scales attached to both

these posts were the same in the 1993, 1999 and 2010 RPSs. The parity was upset in the 2015 RPS. This needs to be restored.

Accordingly the Commission assigns a revised pay scale of ₹.61960-151370 (Grade-22) to the three equivalent technical categories of posts of Assistant Director (Mines & Geology), Assistant Director (Mines) and Chemist, thus benefiting by one pay grade.

3. Assistant Director, Survey ₹. 37100-91450 (Grade 21)

Assistant Director (Survey)						
Request: It has been represented that the Assistant Director (Survey) is a solitary post with a jurisdiction of 13 districts assisting 22 offices of Assistant Directors and 5 offices of Deputy Directors. He oversees all the survey related works and drawings, supervises 33 surveyors, 5 supervisors and 4 Assistant Mines Officers in respect of survey and drawing works and survey reports.						
The Assistant Director of Survey has been assigned a pay scale on par with that of the Assistant Director of Survey, Settlement and Land Records Department, whose jurisdiction is one district and also on par with the Assistant Director of Mines and Geology whose jurisdiction is part of a District.						
It is also stated that there is no promotional avenues for the Assistant Director (Survey) whereas the Assistant Directors of Mines and Geology and Assistant Director of Survey, Settlements and Land Records have promotional channels.						
Finally, it is requested to assign the equivalent of pay scale ₹. 42,490-96,110 (Grade 23).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Assistant Mines Officer ₹. 35120-87130 (20)	
Compared post: At the same pay scale as above						
Mode of Recruitment: By promotion of Assistant Mines Officer and, if not available, by direct recruitment						
Qualification: (i) By promotion – 3 years of service and pass in Accounts Test (ii) Direct Recruitment – B.E. (Civil/ Mining)						

Recommendations:

This post has been recently incorporated in the Andhra Pradesh Mining Service Rules vide G.O. Ms. No. 58 of Industries and Commerce (Estt.) Department dated 25-04-2018. However even earlier also it was in existence and has been assigned pay scales on par with the Assistant Director, Survey, Settlement and Land Records by the earlier PRCs. Both of these posts have the same qualification for direct recruitment.

Keeping in view the above position, the Commission assigns a par pay scale of ₹.57100-147760 (Grade-21) to this post.

4. Assistant Geologist ₹. 35120-87130 (Grade-20)

Request: It has been represented that the Assistant Geologist was having the same pay scale of ₹.18030-43630 as that of the Assistant Hydrologist/ Assistant Hydro-geologist/ Assistant Geophysicist of the Ground Water Department in the 9 th PRC but this parity was upset in the 10 th PRC. It is represented that in the 10 th PRC, while the Assistant Geologist was assigned pay grade 20, the latter three functionaries in the Ground water Department were assigned the higher pay grade of 21. They have requested for restoration of the earlier parity.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Royalty Inspector ₹.29760-80930 (18)	Assistant Director (Mines & Geology) ₹.37100-91450 (21)
Compared post: Assistant Hydrologist/Assistant Hydro-geologist/ Assistant Geophysicist						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Technical Assistant ₹35120-87130 (20)	Assistant Director (Hydrology/ Hydro-geology/ Geophysics) ₹40270-93780 (22)
Mode of Recruitment: (i) By direct recruitment (ii) By promotion of Royalty Inspector						
Qualification: (i) By promotion – 3 years of service and pass in Accounts Test (ii) Direct Recruitment – M.Sc/ M.Sc (Tech)/ M.Tech in Geology or P.G. in Applied Geology or Diploma in Applied Geology from ISM, Dhanbad.						

Recommendations:

It is seen from the relevant Service Rules of the Mines & Geology as well as the Ground Water Departments that the positioning of the posts of Assistant Geologist in Mines & Geology Department and those of Assistant (Hydrologist / Hydro-geologist/ Geophysicist) of Ground Water Department in the vertical hierarchies of those Departments are identical, namely the initial entry level post in the respective State Services. Their qualification levels are also identical. Both of them discharge similar functions, one in respect of prospecting and exploitation of mineral resources and the other in respect of underground water resources. It is also observed that the pay scales attached to both these posts were the same in the 1993, 1999 and 2010 RPSs. The parity was upset in the 2015 RPS. This needs to be restored.

Accordingly the Commission assigns an improved pay scale of ₹.57100-147760 (Grade-21) to the post of Assistant Geologist, Mines & Geology Department, thus benefiting by one pay grade.

5. Royalty Inspector ₹. 29760-80930 (Grade 18)

Request: It is represented that the Royalty Inspector is a Gazetted post like the Technical Assistant in Ground Water Department. The Royalty Inspector forms feeder category for the post of Assistant Geologist and similarly the Technical Assistant is the feeder category for the parallel post of Assistant (Hydrologist/Hydro-geologist/ Geophysicist) in Ground Water Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Technical Assistant ₹.23100-67990 (13)	Assistant Geologist ₹.35120-87130 (20)
Compared Post: Technical Assistant in Ground Water Department						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Initial Recruitment	Assistant Hydrogeologist/ Assistant Geophysicist/ Assistant Hydrologist ₹.37100-91450 (21)

Mode of Recruitment : By promotion of Technical Assistant
Qualifications: Three years of service in the feeder category

Recommendations:

This category is appointed by promotion of Technical Assistants and there is no direct recruitment channel. The qualification prescribed for the feeder category is B.Sc. in Geology and candidates with at least one years practical experience in investigation of mineral deposits, geographical mapping and mining are given preference. On the other hand the compared post of Technical Assistant in Ground Water Department has a prescribed qualification of M.Sc./ M Tech/ M.Sc.(Tech) in Geology or Diploma in Applied Geology from the Indian School of Mines, which is a premier mining education institute in our country. **Keeping in view the different qualifications prescribed and duties attached to the post of Royalty Inspector, it is considered that the existing pay scale is adequate and hence the corresponding pay scale of ₹.45830-130580 (Grade-18) is assigned to this post, thus maintaining status quo.**

6. Technical Assistant ₹. 23100-67990 (Grade 13)

Request: A comparison has been drawn with the post of Assistant Engineer in the Ground Water Department and a request has been made for parity with that post.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)		Royalty Inspector ₹.29760-80930 (18)
Compared Post: Assistant Engineer (Civil)						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Draughtsman Grade I ₹.24440-71510 (14) Draughtsman Grade II ₹.22460-66330 (12)	No promotion post
Mode of Appointment : By Direct Recruitment						
Qualifications - B.Sc. in Geology						

Recommendations:

As seen from the above table, the post of Technical Assistant never had parity with the post of Assistant Engineer (Civil) in Ground Water Department. Moreover the latter post has no promotional avenue. Hence the comparison is not appropriate. However keeping in view the duties and responsibilities attached to the post and the qualification level the Commission assigns the pay scale of ₹.38720-118390 (Grade-15) to this post, thus improving by two grades.

7. Assistant Mines Officer ₹. 35120-87130 (Grade 20)
8. Supervisor ₹. 26600-77030 (Grade 16)
9. Surveyor ₹. 23100-67990 (Grade 13)

Assistant Mines Officer						
<p>Request: It is represented that it is a zonal post covering 4 to 5 Districts. It is a supervisory post over Surveyors and Supervisors. It is a promotion post for the post of Mines Supervisor with 5 to 10 years of service and to get promotion as Assistant Mines Officer one has to pass Departmental tests with a syllabus equal to M.Sc. standard. However, this category has been assigned pay scale on par with the Assistant Geologist whose jurisdiction is 4 to 5 districts and Geophysicist of Ground Water Department. It is requested to assign the pay scale of ₹. 40270-93780 (Grade 22).</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Supervisor ₹. 26600-77030 (16)	Assistant Director of Survey ₹.37100-91450 (21)
Mode of Appointment : By transfer from the category of Mines Supervisor						
Supervisor						
<p>Request: It is represented that the qualification prescribed for the post was Diploma in Civil/Mining Engineering. The post used to carry the same scale of pay as that of Supervisor, now called as Assistant Engineer, and Inspector of Survey and Land Records till the 1999 PRC. In the 2005 Pay Revision, the Supervisor and Inspector of Survey and Land Records were assigned same scale of pay but the Assistant Engineer was assigned a higher pay scale. In the 2010 Pay Revision, the pay scale of Inspector of Survey and Land Records and Superintendents of different departments were assigned pay scale on par with that of the Assistant Engineer leaving out the Mines Supervisor. This disparity was brought to the</p>						

notice of Tenth Pay Revision Commission. But it was not rectified. The Royalty Inspector used to carry lesser scale than that of the Mines Supervisor but the Royalty Inspector has been assigned higher pay scale thereafter. It is therefore requested to assign the pay scale of ₹.35120-87130 (Grade 20).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	26600-77030 (16)	Surveyor ₹.23100-67990 (13)	Asst. Mines Officer ₹.35120-87130 (20)

Mode of Appointment : By promotion from the category of Surveyor

Surveyor

Request: It is stated that the qualification prescribed for the post is Diploma in Civil/Mining Engineering. Earlier, the Surveyor in Mines and Geology Department used to carry higher Pay scale than the Surveyor in Survey, Settlements and Land Records Department. But in the Ninth Pay Revision Commission, the Surveyor in Survey, Settlement and Land Records was assigned a higher pay scale than that of the Surveyor in Mines and Geology Department. This trend continued in the Tenth Pay Revision as well. Subsequently, the qualification for the Surveyor in Mines and Geology Department has been enhanced to Degree in Civil/Mining Engineering. It is requested to assign the pay scale of Rs. 29,760-80,930 (Grade 18).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4600 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)	Initial Recruitment	Supervisor ₹.26600-77030 (16)

Compared Post: Surveyor in Survey, Settlements and Land Records

2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	24440-71510 (14)	Deputy Surveyor ₹.22460-66330 (12)	Deputy Inspector of Survey, Settlements and Land Records ₹.28940-78910 (17)
-------------------	-------------------	--------------------	---------------------	---------------------	--	---

Mode of Appointment : By Direct Recruitment

Qualifications A Bachelor Degree in Civil/Mining Engineering (Service Rules amended vide GO Ms No.77 Industries and Commerce (Estt) Department dated 25.06.2018).

Recommendations:

a) In respect of the Assistant Mines Officer, who is at pay grade- 20, the present pay scale seems adequate and hence the corresponding scale of ₹.54060-140540 (Grade-20) is assigned to this category.

b) The Commission further notes that the posts of (i) Supervisor and (ii) Surveyor are equivalent, in respect of their positions in the vertical hierarchy and nature of duties, to the posts of Deputy Inspector of Survey (Grade- 17) and Surveyor (Grade-14) respectively of the Survey, Settlement & Land Records Department. However the qualification prescribed for the post of Surveyor (M&G), after revision, is relatively higher i.e. a B.E. degree in Civil/ Mining Engineering. Considering this, the Commission assigns the following revised pay grades to the two posts:

Supervisor	₹. 44570-127480 (Grade- 17) (benefit of one grade)
Surveyor	₹. 38720-118390 (Grade- 15) (benefit of two grades)

10. Deputy Director of Administration ₹. 46060-98440 (Grade 24)
 11. Assistant Director, Administration ₹. 37100-91450 (Grade 21)
 12. Mineral Revenue Officer ₹. 35120-87130 (Grade 20)

Request: It is requested that the Deputy Director (Admn), Assistant Director (Admn) and Mineral Revenue Officer be assigned pay scales on par with that of the Deputy Director (M&G), Assistant Director (M&G) and Assistant Geologist respectively.						
Deputy Director Administration						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director (Admn) ₹. 37100-91450 (21)	

Compared Post: Deputy Director (Mines and Geology)						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director (Mines and Geology) ₹.37100-91450 (21)	Joint Director ₹.52590-103290
Mode of Appointment : By promotion from the category of Assistant Director of Administration						
Assistant Director Administration						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Mineral Revenue Officer ₹.Rs.35120-87130 (20) Superintendent ₹. 28940-78910 (17)	Deputy Director (Admn) ₹.46060-98440 (24)
Compared Post: Assistant Director Mines and Geology						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Assistant Geologist ₹.35120-87130 (20)	Deputy Director (Mines and Geology) ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Mineral Revenue Officer or by transfer from the category of Superintendent.						
Mineral Revenue Officer						
Request: Requested to assign the pay scale to the Mineral Revenue Officer on par with Assistant Geologist.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)

Compared Post: Assistant Geologist						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	-	Assistant Director Mines and Geology ₹.37100-94150 (21)
Mode of Appointment: By transfer from the category of Superintendent.						

Recommendation:

These posts are non-technical in nature whereas the posts compared are technical posts and their functional responsibilities are entirely different. They also have technical qualifications and skills. Hence the comparison is not apt. The posts of Deputy Director (Administration) and Assistant Director (Administration) are at present carrying pay scales on par with the same categories of non-technical posts in many other Departments like Marketing, Labour, School Education, Technical Education, Collegiate Education, Adult Education, BC/SC/ST/ Women /Physically Challenged Welfare Departments. The Mineral Revenue Officer is at present drawing a pay scale which is just one grade below that of the Assistant Director (Administration). Considering all these aspects the Commission is of the view that the present pay grades are adequate and accordingly assigns the following corresponding pay scales in the current RPS:

Deputy Director (Administration)	₹. 70850-158880 (Grade-24)
Assistant Director (Administration)	₹. 57100-147760 (Grade-21)
Mineral Revenue Officer	₹. 54060-140540(Grade-20)

- | | |
|----------------------|--------------------------|
| 13. Superintendent | ₹. 28940-78910 (Grade17) |
| 14. Senior Assistant | ₹. 22460-66330 (Grade12) |
| 15. Junior Assistant | ₹. 16400-49870 (Grade 7) |

Superintendent
Request: It is stated that the post of Superintendent was earlier on par with the post of Royalty Inspector. However the Tenth Pay Revision Commission assigned a higher scale to the Royalty Inspector. It is now requested to assign a pay scale on par with the Royalty Inspector.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹. 22460-66330 (12)	Assistant Director (Admn) ₹.37100-91450 (21) Mineral Revenue Officer ₹.35120-87130 (20)
Compared Post: Royalty Inspector						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Technical Assistant ₹.23100-67990 (13)	Assistant Geologist ₹.35120-87130 (20)
Mode of Recruitment: By promotion from the category of Senior Assistant.						
Senior Assistant						
It is stated that the Senior Assistants were originally on par with the Technical Assistants. However, the Tenth Pay Revision Commission assigned a higher scale to the Technical Assistant. It is therefore requested to assign a pay scale on par with the Technical Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant Typist ₹.16400-49870	Superintendent ₹.28940-78910 (17)
Compared Post: Technical Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)		Royalty Inspector ₹.29760-80930 (18)
Mode of Appointment : By promotion from the category of Junior Assistant/Typist						
Junior Assistant						
The Junior Assistants, who are now getting a pay scale of ₹16400- 49870 (Grade-7), have requested for enhancement of their pay scale since their qualification has been revised to a Bachelor Degree with proficiency in Computer operations.						

Recommendations:

The posts of Superintendent, Senior Assistant and Junior Assistant are Ministerial posts governed by the A.P. Ministerial Service Rules. These functionaries basically do desk jobs in the office and process all issues for decisions. In contrast the posts compared with, namely Royalty Inspector, Technical Assistant and Assistant Geologist are all executive posts requiring technical qualification, experience and skill. Hence such comparison is not tenable. Moreover the nature of duties of these posts across different departments of the Government is the same and they are governed by Common Service Rules (APMS Rules). As such the scales of pay, as applicable to these posts under the 'Common Category', shall apply to the posts of Superintendent, Senior Assistant and Junior Assistant in the Mining and Geology Department also.

17.(d). SUGAR AND CANE DEVELOPMENT DEPARTMENT

The Directorate of Sugar started functioning from 01-11-1975 with the staff transferred from the Cooperation Department and renamed as the Directorate of Sugar and Cane Development to look after the affairs of the Coop. Sugar Factories under the provisions of A.P. Cooperative Societies Act, 1964. Later on, the Director of Sugar was re-designated as Director of Sugar & Cane Commissioner to take over the duties of the Director of Agriculture pertaining to A.P. Sugarcane Act & Rules. The supporting staff was also transferred from the Directorate of Agriculture. The representations received are discussed below:

- | | |
|---|---------------------------|
| 1. Deputy Cane Commissioner | ₹. 46060-98440 (Grade 24) |
| 2. Assistant Cane Commissioner
(Directorate) | ₹. 40270-93780 (Grade 22) |
| (District Offices) | ₹. 37100-91450 (Grade 21) |
| 3. Cane Regulation Inspector (CRI) | ₹. 35120-87130 (Grade 20) |

Request: It is represented that the post of Deputy Cane Commissioner, Assistant Cane Commissioner and Cane Regulation Inspector are being equated with the Deputy Director of Agriculture, Assistant Director of Agriculture and Agricultural Officer respectively. But it is not correct to do so for the following reasons:

The Deputy Cane Commissioner is the second level officer next to the Cane Commissioner and the jurisdiction is the entire State whereas the jurisdiction of the Deputy Director of Agriculture is confined to a sub-district level.

The post of Assistant Cane Commissioner is to be filled from the post of Cane Regulation Inspector at State Level whereas the post of Assistant Director of Agriculture is filled in by promotion from the category of Agriculture Officer within the Zone. The jurisdiction of the Assistant Cane Commissioner includes 1 to 4 districts whereas the jurisdiction of Assistant Director of Agriculture is one revenue division covering 3 to 5 Mandals. The duties and span of control of the Assistant Cane Commissioner are more than those of the Assistant Director of Agriculture.

Similarly, the CRI has an administrative jurisdiction of 10-25 Mandals whereas the Agriculture Officer looks after only one Mandal. Further the CRI has to regulate a factory zone consisting of 45-60 field staff.

Apart from the above it has also been brought to the notice of the Commission that there is a discrepancy in the pay scales attached to the same post of Assistant Cane Commissioner operating at the level of the Directorate and the District.

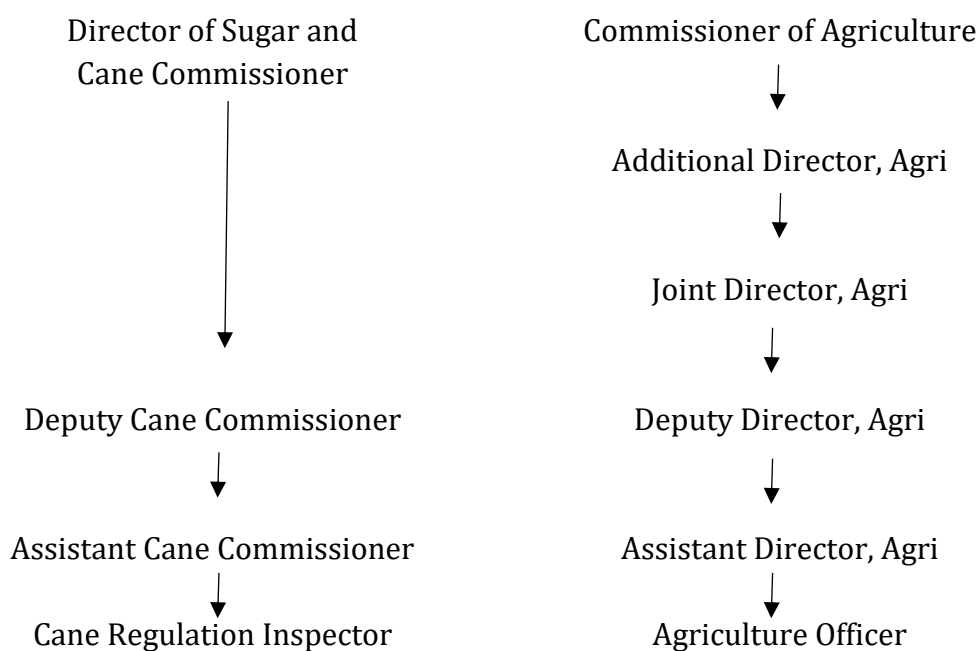
Finally it was requested to assign pay scales to the Deputy Cane Commissioner, Assistant Cane Commissioner and CRI on par with those of the Additional Director, Deputy Director and Assistant Director of Agriculture respectively.

Duties in brief: These Officers enforce the AP Sugarcane (Regulation of Supply and Purchase) Act, 1961 and Sugarcane Control Order, 1966. They are also responsible for the development of Sugar industry in the State. The Assistant Cane Commissioners/ CRIs also organizes crop cutting experiments and implement the Seed Village Programme and APMIP. The former acts as ex-officio Secretary of Cane Development Councils.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Deputy Cane Commissioner						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Assistant Cane Commissioner ₹.40270-93780 (22)	
Compared Post: Additional Director of Agriculture						
6610-9820 (29)	12550-18625 (29)	19775-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director of Agriculture ₹.56780-105810 (27)	
Mode of Appointment : By promotion from the category of Assistant Cane Commissioner						
Assistant Cane Commissioner						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)* 37100-91450 (21)**	Cane Regulation Inspector ₹.35120-87130 (20)	Deputy Cane Commissioner ₹.46060-98440 (24)
* Directorate ** District Offices						
Compared Post: Deputy Director of Agriculture						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director of Agriculture ₹.40270-93780 (22)	Joint Director of Agriculture ₹.56780-105810 (27)
Mode of Appointment : By promotion from the category of Cane Regulation Inspector						

Cane Regulation Inspector						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Initial Recruitment	Assistant Cane Commissioner ₹.40270-93780 (22)* ₹.37100-91450 (21)**
*Directorate						
**District Officer						
Compared Post: Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Agriculture Officer 35120-87130 (20)	Deputy Director of Agriculture ₹.49870-100770 (25)
Mode of Appointment : By Direct Recruitment or by transfer on tenure basis of Agricultural Officer of the Agricultural Department						
Qualification: Bachelor's Degree in Agriculture Science or its equivalent.						

Recommendations:

The hierarchies of Sugar and Cane Development and Agriculture Departments are as under:



As per the A.P. Sugarcane Service rules, in the Department, in the Cane Development and Regulation wing there are only three hierarchical positions as indicated in the organogram above. The ranks corresponding to Additional Director, Agriculture is absent in the Department whereas the rank of Joint Director is available only in the Sugar wing. There is also no further promotional channel for the post of Deputy Cane Commissioner. Right since 1993 till date the CRIs have been drawing pay scales on par with the Agriculture Officers. Similarly the Assistant Cane Commissioners have been drawing pay scales on par with the Assistant Directors of Agriculture. In the case of Deputy Cane Commissioners however the equation of parity in pay scale with the Deputy Directors of Agriculture, which was in existence from 1986-2010 RPS, was altered in the RPS 2015. In this RPS the Deputy Director of Agriculture was assigned a pay grade one level higher (Grade- 25) compared to the Deputy Cane Commissioner (Grade- 24). The Deputy Director in the Sugar wing is also at pay grade of 24 i.e. on par with the Deputy Cane Commissioner.

Taking the totality of the above facts into consideration this Commission is of the view that the comparison made with the posts of higher cadres in Agriculture Department based on the spread of administrative jurisdiction, without reference to the crop areas, respective scope, complexity and ambit of work, nature of responsibilities attached, qualifications prescribed, direct recruitment entry levels and clientele base etc. is not justifiable. **Hence the Commission feels that the pay grades assigned to the posts of Deputy Cane Commissioner and Cane Regulation Inspector i.e. pay grades of 24 (₹.70850-158880) and 20 (₹.54060-140540) respectively, are appropriate and need not be altered.**

Further, no reason has been assigned by the 9th or 10th PRC for assigning different pay grades to the same post of Assistant Cane Commissioner at the Head Quarters Office and District levels. The Service Rules do not provide for two different posts. More over the feeder post of CRI has been assigned the same pay grade at both the levels. Incidentally, the Commission observes from the information furnished by the Director of Sugar and Cane Commissioner that all the posts of Assistant Cane Commissioners are at present being operated at the District level only. Be that as it may, the Commission recommends that the anomaly pointed out above be resolved by assigning the same pay scale of ₹.61960-151370 (Grade-22) to the post of Assistant Cane Commissioner operated at any level.

18. INFRASTRUCTURE AND INVESTMENT DEPARTMENT

18.(a). PORT DEPARTMENT

The main objective of the A.P. Port Department is to provide, at various minor ports, the infrastructure facilities that are required for export and import of various commodities to and fro the hinterland of Andhra Pradesh. The State has a coast line of 974 kms and fourteen notified ports under the control of the State Government.

The Department provides facilities for safe entry and berthing of vessels for the loading and discharging of cargo. It also warns ships of all imminent dangers and issues such instructions as may be necessary for the guidance of mariners.

The Main functions performed by Port Department are as under:

- Granting Certificates of Entry and Clearance to vessels and levying of Port dues and affording assistance for signalling between the shore and the ship.
- Surveying and Licensing of Vessels under the Harbour Crafts Rules and regulation of Traffic.
- Assessing goods and levying Landing and Shipping fees at Ports under the Andhra Pradesh Minor Ports L&S Fees Act, 1885 (Act III of 1885) read with the amendment Act, 1968.
- Assessing port lands rented for marine purpose.
- Displaying meteorological weather signals and issuing warnings to shipping at selected Ports.
- Levying of other port charges viz., for godowns , sheds and ground rent, launch hire etc., as approved by Government from time to time .
- Maintaining Light Houses
- Surveying and registering Inland Vessels under the A.P. Inland Vessel Rules 2017.

The Director of Ports is the Head of the Department and is assisted by the Engineering personnel, Port Officers, Deputy/ Assistant Commissioner of Labour, Port Wireless Engineer, Port Health Officer and other supporting staff.

1. Director of State Ports ₹. 66330-108330 (Grade 29)

Request: It is represented that the Director of State Ports is the Head of the Department and marine advisor to the Government. He is also the Coastal Conservator for the entire coast line which is the second largest among all States. It is further stated that the pay scale of ₹. 66330-108330 (Grade 29) assigned to the Director of State Ports is not justifiable. It is requested to assign the revised pay scale corresponding to the pay scale of ₹.87130-110850 (Grade 32) on par with the Engineer-in-Chief in Water Resources (earlier Irrigation & Command Area Development Department) and Roads & Buildings Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Port Officer ₹.61450-105810 (28)	
Compared Post: Engineer in Chief						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Chief Engineer ₹.80930-110850 (31)	
Mode of Recruitment: By promotion from the category of Port Officer.						

Recommendations:

The post does not compare with the Engineer-in-Chief keeping in view the span of control and size of the department. As per the Andhra Pradesh State Ports Service Rules the category of Director is filled up by promotion from the post of Port Officer, which itself is filled up by direct recruitment. The complement of Engineering personnel working under the stewardship of the Director is headed by a Superintending Engineer (Marine). Historically speaking there has been a gap of one pay grade between the pay scales of this post and that of the Port Officer. Keeping in view all the above aspects and the duties and responsibilities attached, the post is assigned a pay scale of ₹.112610-174790 (Grade 30), thus improving by one grade.

2. Port Officer ₹. 61450-105810 (Grade 28)
3. Superintending Engineer ₹. 61450-105810 (Grade 28)

Port Officer
Request: It is stated that the post of Port Officer in the AP Port Department is very prominent with high responsibilities. He is the immediate superior officer after the Director and his duties and responsibilities are very varied in nature. The posts of Port Officer and Superintending Engineer are having identical time scales at present. Orders have been issued vide G.O.Ms.No.14 E, I&I (Ports II) Department Dated 08-06-2018 designating the Department of Ports as the Competent Authority for all vessels / boats / crafts in the State including Tourism and Water Sports. As such, the Port Officer has to carry out all boat surveys, registration and management under the AP Inland Vessels Rules, 2017 including monitoring of safety measures, licensing and enforcement of safety standards for all boats

plying in the entire state of Andhra Pradesh. It is finally requested to assign the revised pay scale corresponding to the existing pay scale of ₹.66330-108330.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)		Director of State Ports ₹.66330-108330 (29)

Mode of Appointment: By Direct Recruitment

Qualifications: Must possess a Foreign going Master's Certificate granted by the Govt. of India and must have served as Chief Officer or must possess a Home Trade Master's Certificate granted by the Government of India and must have served as Chief Officer of Home Trade ship.

Superintending Engineer (Marine)

Request: It is represented that the scale of pay of the Superintending Engineer (Marine) in A.P. Port Dept. and the Superintending Engineer (R&B) was ₹.31550-53060 in the Revised Pay Scales, 2010. But, the Superintending Engineer (Marine) in A.P. Port Dept., has been assigned the pay scale of ₹.61450-105810 whereas Superintending Engineer (R&B) has been assigned the pay scale of ₹. 66300-108330 in Revised Pay Schools 2015 even though the duties and responsibilities of both the posts are one and the same. It is therefore requested to assign the revised pay scale corresponding to the existing pay scale of ₹.66300-108330 on par with Superintending Engineer R&B and Water Resources (earlier Irrigation and Command Area Development) Departments.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Executive Engineer ₹.49870-100770 (25)	

Compared Post: Superintending Engineer (R&B)/Water Resources

5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
-------------------	---------------------	---------------------	---------------------	----------------------	--	--

Mode of Appointment: By promotion from the category of Executive Engineer.

Recommendations:

It is observed that all the categories of engineering personnel, other than the Superintending Engineer, namely the Executive/Deputy Executive/Assistant Executive/ Assistant Engineers of Ports have been assigned pay scales at par with their counterparts in the Government Engineering Departments. Hence, taking into account the above position, the earlier parities and hierarchical positions, the pay scale of ₹.101970-174790 (Grade 29) is assigned to both the posts i.e. the Port Officer and the Superintending Engineer (Marine), thus improving by one grade each.

4. Personal Assistant to the Director of Stale Ports/ Harbour Crafts Superintendent ₹. 31460-84970 (Grade 19)

Request: It is represented that the Personal Assistant to Director of State Ports assists the Director in looking after the administration of the entire AP Port Department. The Harbor Crafts Superintendent assists the Port Officer in all shipping matters like Registration of Harbor Crafts, Surveying of Harbor Crafts, issue of new license and renewal of old license of crafts, reporting casualties and collection of port revenues. Both the posts are to be filled in by transfer from the category of Superintendent. It is requested to assign the pay scale corresponding to the existing pay scale of ₹.49870-100770 (Grade-25).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	
Mode of Appointment: By transfer from the category of Superintendent						

Recommendations:

Both these categories of posts have the same feeder category (Superintendent). The post of Personal Assistant to the Director is equivalent to that of Administrative Officer available in many other departments. Hence consistent with the pay scale/ grade assigned to such posts in other departments, a pay scale of ₹.54060-140540 (Grade-20) is assigned to both the posts discussed here, thus improving by one grade.

**19. LABOUR, FACTORIES, BOILERS AND INSURANCE MEDICAL SERVICES
DEPARTMENT**

19. (a). LABOUR DEPARTMENT

The objectives of the Labour Department are to maintain industrial peace, ensure fair wages, reasonable working hours, weekly and other holidays, leave, bonus and gratuity etc. and promote welfare, safety and social security of workers by implementation of different schemes. The activities of the department include implementation of Labour Acts, effecting conciliation under Industrial Disputes Act, registration of Trade unions, licensing of shops and establishments, collection and assessment of cess from construction works, registration of construction and unorganized workers, certification of Standing Orders for Industries etc. The Department is headed by the Commissioner who is assisted by other officers of the rank of Additional Commissioner, Joint Commissioner, Deputy Commissioners, and Assistant Commissioners. There are four Zones at Visakhapatnam, Eluru, Guntur and Kurnool headed by four Joint Commissioners. The Deputy Commissioners are the District level Officers with thirty three Assistant Commissioners at the Divisional level and one hundred seventy two Assistant Labour Officers below Divisional level.

The Andhra Pradesh Labour Service Rules issued vide G.O. Ms. No.71, WDCW&L Department dated 08.06.1993 and the A.P. Labour Subordinate Service Rules issued vide G.O. Ms. No.14, Labour and Employment Department dated 26.11.1994 govern the various categories of employees of the Department.

1. Assistant Labour Officer ₹. 28940-78910 (Grade 17)

Request: It has been represented that the post of Assistant Labour Officer is the key post in the Labour Department dealing with various Labour Laws at the field level. He is the notified Inspector under all Labour enactments and registering officer under Building and Construction Workers Act. Besides field functions he attends to administrative and financial functions. The jurisdiction of the Assistant Labour Officer is three to nine Mandals unlike other posts which are recruited through the Group II examinations. There is no staff support for the Assistant Labour Officer and he has to shoulder all the responsibilities of liaison between workers and management, resolving the issues as well as verifying the facts relating to various issues pertaining to Labour Laws. He has to enquire into accidental/death claims under the Bima Yojana and submit report within twenty four hours of the incident. The pay scale assigned to the Assistant Labour Officer is very less compared to the duties and responsibilities attached. Hence it is requested to assign a higher pay scale of ₹.30580-91450.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant/ Senior Stenographer ₹. 22460-66330 (12) Health Visitor Nursery School Teacher Craft Instructor Adult Education Teachers ₹.18400-55410 (9) Games Supervisor Audio Visual In- charge ₹.17890-53950 (8)	Assistant Commissioner ₹. 37100-91450 (21)
Mode of Appointment: By direct recruitment /by transfer from the category of Senior Assistant / Senior Stenographer/by promotion from the category of Health Visitor, Nursery School Teacher, Craft Instructress, Games Supervisor, Adult Education Teachers (including workers Education Teachers) Audio-Visual In-charge.						
Qualification: Direct Recruitment/Transfer/Promotion - Degree						

Recommendations:

No anomaly has been pointed out nor any comparison has been drawn with other categories but it is represented to assign a higher scale. Keeping in view the qualifications, duties and responsibilities attached to the post and existing parities with equivalent categories of posts and the post of Superintendent, the Commission recommends that the existing pay scale be enhanced to a scale of ₹.45830-130580 (Grade-18), thus benefiting by one grade.

19. (b). BOILERS DEPARTMENT

The Boilers Department is entrusted with the responsibility of periodic inspection, testing and certification of boilers to ensure their safe operation and maintenance. This is essential for preventing industrial accidents. It is a technical department and the inspecting officers are exposed to certain degree of professional risk. The Officers of the Department enforce the statutory provisions of The Boilers Act, Indian Boilers Regulations, Andhra Pradesh Boilers Rules etc.

The Department is headed by the Director, who is assisted by a Joint Director, Deputy Chief Inspectors of Boilers, Inspectors of Boilers and other technical sub-ordinate staff and ministerial cadres.

- | | |
|---|-----------------------------------|
| 1. Director | ₹. 80930-110850 (Grade 31) |
| 2. Deputy Chief Inspector of Boilers | ₹. 46060-98440 (Grade 24) |
| 3. Inspector of Boilers | ₹. 37100-91450 (Grade 21) |

Request: It is stated that the duties of the technical posts of Director, Deputy Chief Inspector of Boilers and Inspector of Boilers involve not only high responsibilities but are also hazardous in nature when compared to their counterparts in the Factories Departments and the Electrical Inspectorate. It is requested to assign pay scales one stage above or at least on par with their counter-parts in the Factories Department and Electrical Inspectorate.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Director						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Chief Inspector of Boilers ₹.46060-98440 (24)	---
Compared post: Director of Factories						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Joint Chief Inspector of Factories ₹.66330-108330 (29)	---

Compared post: Chief Electrical Inspector						
7070-10100 (30)	13450-19150 (30)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Chief Electrical Inspector ₹.42490-96110 (23)	---
Mode of Appointment: By promotion from Deputy Chief Inspector of Boilers.						
Deputy Chief Inspector of Boilers						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	46060-98440 (24)	Inspector of Boilers ₹.37100-91450 (21)	Director ₹.80930-110850 (31)
Compared post: Deputy Chief Inspector of Factories.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Inspector of Factories ₹.42490-96110 (23)	Joint Chief Inspector of Factories ₹.66330-108330 (29)
Compared post: Electrical Inspector						
4720-8700 (24)	9000-16525 (24)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Electrical Inspector ₹.37100-91450 (21)	Deputy Chief Electrical Inspector 61450-105810 (28)
Mode of Appointment: By promotion from Inspector of Boilers						
Inspector of Boilers						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	19050-45850 (21)	37100-91450 (21)	Initial recruitment	Deputy Chief Inspector of Boilers ₹.46060-98440 (24)

Compared post: Inspector of Factories						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Initial recruitment	Deputy Chief Inspector of Factories ₹.49870-100770 (25)
Compared post: Assistant Electrical Inspector						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Tester Grade-II ₹21230-63010	Electrical Inspector ₹.49870-100770 (25)
Mode of Appointment: By Direct Recruitment						
Qualification: (i) Must be a graduate in Mechanical Engineering or possess a first class Board of Trade certificate of Competency as Engineer and (ii) must have experience as a practical engineer in the design, construction, repair, maintenance and working of steam engines and boilers for a period of not less than two years.						

Recommendations:

The comparable categories in the Engineering, Electrical Inspectorate, Boilers and Factories Departments along with their pay grades are as follows:

Engineering Dept.	Electrical Inspectorate Dept.	Boilers Dept.	Factories Dept.
Chief Engineer (31)	Chief Elec. Insp. (31)	Director (31)	Director (31)
Supt. Engineer (29)	Dy. Chief Elec. Insp. (28)	Joint Director (non-technical post) (28)	Joint Chief Inspector (29)
Exe. Engineer (25)	Elec. Insp. (25)	Dy. Chief Insp. (24)	Dy. Chief Insp. (25)
Dy. Exe. Engineer (23)	Dy. Elec. Insp. (23)		Senior Insp. of Factories (25)
Asst. Exe. Engineer (21)	Asst. Elec. Insp. (21)	Inspector (21)	Inspector (23)

It is found that the 10th PRC has not made any observation in Volume II/2 of its report regarding the revision of pay scales in respect of the categories of Joint Chief Inspector, Deputy Chief Inspector, Senior Inspector and Inspector of Factories. But surprisingly in Schedule-II of Volume –III of its report (10th PRC) the pay scales of these posts have been shown to have stood revised upwards as follows:

- a) Joint Chief Inspector, Factories : Pay Grade 28 to 29
- b) Deputy Chief Inspector, Factories : Pay Grade 24 to 25
- c) Senior Inspector, Factories : Pay Grade 24 to 25
- d) Inspector of Factories : Pay Grade 21 to 23

This has resulted in equalizing the pay grades of categories at (a) and (b) above with the corresponding categories of posts in Engineering Departments i.e. Superintending Engineer and Executive Engineer respectively, but at the same time created two incongruities and unintended benefits as follows:

1. Both the feeder and promotion categories of Senior Inspector and Deputy Chief Inspector of Factories were assigned the same pay grade 25 resulting in an anomaly and unintended benefit to the category of Senior Inspector of Factories.
2. The post of Inspector of Factories, being the initial entry level post into the State Service, got an unintended benefit of being assigned a pay grade of 23. It is pertinent to mention that in no other State Service under the State Government such a high pay grade has been assigned to the initial entry level post in the hierarchy. This has triggered requests from equivalent categories of other Departments (like Boilers Department) for parity.

Keeping in view the above aspects as well as the qualifications prescribed and nature of duties and responsibilities, the Commission recommends the following :

- a) Existing parity at pay grade 31 be maintained among the posts of Director of Boilers, Director of Factories and Chief Electrical Inspector.**
- b) The pay scale of the Deputy Chief Inspector of Boilers should be brought on par with that of the Deputy Chief Inspector of Factories (Grade-25).**
- c) The Inspector of Boilers is an entry level post (directly recruited) with Bachelor of Engineering qualification and is equated with the Assistant Executive Engineer of Engineering Departments and Assistant Electrical Inspector. As such the present pay grade (21) should be continued.**
- d) Future entrants to the post of Inspector of Factories shall also be assigned Pay grade of 21.**

- e) The anomaly in pay scales between the cadres of Deputy Chief Inspector of Factories and Senior Inspector of Factories be resolved by stipulating that the future appointees to the latter post (Senior Inspector of Factories) shall be assigned pay grade 23.

Accordingly the Commission assigns the following pay scales/ grades to the various categories of posts discussed above

Director of Boilers	₹. 124380-179000 (Grade 31)
Deputy Chief Inspector of Boilers	₹. 76730-162780 (Grade 25) (improved by one grade)
Inspector of Boilers	₹. 57100-147760 (Grade 21)
Senior Inspector of Factories	₹. <u>76730-162780 (Grade 25)</u> <u>(present incumbent)</u> ₹. 65360-154980 (Grade 23) (future entrants)
Inspector of Factories	₹. <u>65360-154980 (Grade 23)</u> <u>(present incumbent)</u> ₹. 57100-147760 (Grade 21) (future entrants)

4. Superintendent ₹. 28940-78910 (Grade 17)

There is a request for up-gradation of the post of Superintendent to the Gazetted cadre with Gazetted officer's pay scale on par with the Revenue and Treasury Departments.

Recommendations:

Since this post is governed by a common service rule i.e. the Andhra Pradesh Ministerial Service Rules it will be dealt with under the 'Common Categories'.

19.(c). INSURANCE MEDICAL SERVICES

The Insurance Medical Services Department looks after the Medical care under Employees' State Insurance (E.S.I.) Scheme through an agreement with the E.S.I. Corporation- a contributory scheme governed by ESI Act, 1948. The expenditure on Medical Care is shareable between the State Government and the E.S.I. Corporation in the ratio of 1:7 respectively. The ESI Corporation earmarks ceiling on medical expenditure sharing with State Governments per Insured Person per annum. The expenditure beyond the prescribed ceiling is solely borne by the State Government. The functions of the department are as under:

- Implementation of E.S.I. Scheme in all feasible areas by way of establishing E.S.I. Dispensaries, E.S.I. Hospitals, Diagnostic Centers and Panel Clinics, wherein Preventive and Curative treatments, Rehabilitation, Out-patient and Inpatient Services including Surgical Procedures are made available
- Providing Maternity Care to all the Insured Persons and their eligible dependents.
- Providing sickness benefits, temporary and permanent disablement benefits
- Establishing tie-up with Super Specialty Hospitals for the required treatment.
- Organizing Revolving Fund Cell for speedy clearance of pending claims
- Conducting programmes to prevent and control HIV / AIDS
- Conducting periodical State wide Health Camps, CME (Continuous Medical Education) Programmes, Plantation Programmes, Health Awareness Programmes etc.

- | | |
|---------------------------------|----------------------|
| 1. Director | ₹. 80930-110850 (31) |
| 2. Special Grade Civil Surgeon | ₹. 66330-108330 (29) |
| 3. Civil Surgeon/Joint Director | ₹. 61450-105810 (28) |

Director

<p>Request: It is represented that the Director looks after eighty ESI dispensaries, one hundred and twenty panel clinics, three ESI diagnostic centers and four ESI hospitals spread over thirteen districts of the State. In the coming five years four new ESI hospitals, thirty ESI dispensaries are expected to be operational and two ESI dispensaries are likely to be upgraded. It is requested that a higher pay scale on par with that of Additional Director of Health should be assigned.</p>
--

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
7070-10100 (30)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Civil Surgeon (Special Grade) ₹. 66330-108330 (29)	
Compared Post : Additional Director of Health						
6150-9820 (28)	13450-19150 (30)	23500-30765 (31)	44740-55660 (32)	87130-110850 (32)	Civil Surgeon ₹.61450-105810 (28)	Director of Health ₹.87130-110850 (32)
Mode of Recruitment: By promotion of Special Grade Civil Surgeon.						
Special Grade Civil Surgeon						
Request: It is represented that the Special Grade Civil Surgeon be assigned the pay scale one stage above the pay scale of the Civil Surgeon.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
5770-9260 (27)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Civil Surgeon (Specialist) Civil Surgeon (RMO) ₹.61450-105810 (28)	Director ₹.80930-105810 (31)
Mode of Recruitment: By promotion of Civil Surgeon (Specialist) and Civil Surgeon (RMO) including Joint Director (former Deputy Director)						
Civil Surgeon (Specialist)/ Civil Surgeon (RMO)/Joint Director (Former Deputy Director)						
Request: The Civil Surgeon (Specialist)/ Civil Surgeon (RMO) is on par with the Professor of Ayush in the Revised Pay Scales, 2010. But the Professor Ayush has been assigned higher pay scale than that of the Civil Surgeon (Specialist) in the Revised Pay Scales, 2015. The request is for restoring parity.						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
5390-8980 (26)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Special Grade Civil Surgeon ₹.66330-108330 (29)
Compared Post : Professor of Ayush						
5390-8980 (26)	10250-17050 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Chief Medical Officer ₹.52590-103290 (26)	
Mode of Recruitment: By promotion of Deputy Civil Surgeon.						
Qualification: (i) M.B.B.S. Degree (ii) Post Graduation Degree in the concerned speciality.						

Recommendations:

Director: The Commission observes that in the 2005 RPS (8th PRC) the categories of Director, Insurance Medical Service and Additional Director of Health were assigned the same pay scale ₹.23500-30765 (Grade-31). The 9th PRC discussed the request of the Doctors community, working in the Health and Family Welfare Department, for grant of certain benefits in their pay and allowances at page 347-349 of Volume-II/1 of its report. While concluding its discussion, the 9th PRC committed an error by recommending the same (not corresponding) pay scales, as in 2005 RPS, against the six categories which it discussed in that section. It is however obvious from a reading of the relevant discussion that the intention of the 9th PRC was to assign the corresponding pay scales/grades in the Revised Pay Scales of 2010. This error in Volume II/1 of the report was further compounded in Volume III of the report of the 9th PRC (at page 152) where, perhaps inadvertently, against both the categories of Director and Additional Director, it repeated the same pay scale and grade (Grade-32) at columns 4 and 5 under the Headings 'Existing Scale' and 'Revised Scale' respectively. It is further observed that the same category of Additional Director in the Family Welfare Department and Institute of Preventive Medicine has been assigned pay grade of 31 in both the 9th and 10th PRCs, i.e. one grade less than that assigned to the Director (Grade-32). In fact, in no other Government Department the post of Additional Director has been assigned the Pay Grade 32. Hence this is obviously an unintended mistake apparent on the face of the record and has resulted in an anomaly, as both the feeder and the

promotion posts are carrying the same pay scale/ grade (Grade-32). The said anomaly was not rectified in the 10th PRC and has been cited by certain equivalent categories in other Departments requesting for similar treatment in their cases also. Acceptance of such requests would result in perpetuation of the existing anomaly and distortion in the pay structures. Hence the Commission intends to resolve this anomaly for the future incumbents in the post of Additional Director, Health. Given this background, the Commission is of the view that the present pay grade (Grade-31) assigned to the category of Director, Insurance Medical Services Department, where there is no post of Additional Director, is apt.

Special Grade Civil Surgeon:

At present this category has been carrying a pay scale which is one grade above that of the Civil Surgeon (Specialist). The Commission intends to continue the same equation.

Civil Surgeon (Specialist):

The category of Civil Surgeon (Specialist) is the second level promotion post in the Insurance Medical Service (Civil Assistant Surgeon → Deputy Civil Surgeon → Civil Surgeon (Specialist) and is at Pay Grade-28. As compared to this, the Professor (PG courses) in Ayush is the third level promotion post in the relevant service in Indian Medicine (Lecturer → Asst. Professor → Professor, UG courses → Professor, PG courses). As such the Commission is of the view that the present pay grade is adequate for the discussed category.

Keeping the above in view the following corresponding pay scales are assigned:

Director	₹. 124380-179000 (Grade-31)
Special Grade Civil Surgeon	₹. 101970-174790 (Grade-29)
Civil Surgeon (Specialist)/ Civil Surgeon (RMO)/ Joint Director	₹. 94500-170580 (Grade-28)
Additional Director, Health	<u>₹. 133900-179000 (Grade-32) (P.I.)*</u> ₹. 124380-179000 (Grade-31) (F.E.)

(*P.I. – Present Incumbents; F.I. – Future Entrant)

4. Administrative Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that the pay scales of Administrative Officers in many departments are higher than the pay scale of the Administrative Officer in the Insurance Medical Services Department. It is stated that this post is of equal rank to the post of Lay Secretary and Treasurer Gr II and so the post is supposed to carry the pay scale in Grade 20. Further, the work load is more when compared to the post of Lay Secretary cum Treasurer Grade II in the subordinate offices as he has to look after the overall administration of four ESI hospitals, three ESI diagnostic centres, offices of the two Joint Directors and seventy eight dispensaries. Recently, in principle approval has been accorded to two ESI hospitals and thirteen ESI dispensaries. It is requested to assign a corresponding scale to the pay scale of ₹.37100-91450 (Grade 21) in the Revised Pay Scales.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
			16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	
Compared Post: Lay Secretary cum Treasurer Grade II						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Accountant ₹.28940-78910 (17)	Welfare Officer ₹.40270-93780 (22)
Mode of Recruitment: By transfer of Superintendents of the office of the Director of Insurance Medical Services						
Qualifications: Graduation, pass in Accounts Test (Adhoc Rules were framed vide G.O. Ms. No. 33 LET&F Department dated 08.12.2015)						

Recommendations:

The Commission observes that the category of Administrative Officer was on par with the category of Lay Secretary and Treasurer Grade-II in the 2010 RPS and this parity was upset in RPS 2015. In fact both these posts have the common feeder category of Superintendents. In most other Departments, the same post with the same qualification and feeder category, carries a pay scale corresponding to Grade-20. Hence as a measure of rationalization the Administrative Officer in Medical Insurance Service is assigned the pay scale ₹.54060-140540 (Grade-20), thus improving by one grade.

5. **Superintendent** ₹. 28940-78910 (Grade 17)
 6. **Senior Assistant** ₹. 22460-66330 (Grade 12)
 7. **Junior Assistant** ₹. 16400-49870 (Grade 07)

Request: It is represented that the Common Categories are the worst affected cadres in successive pay revisions. The qualifications for the post of Junior Assistant have been enhanced. With computerization there is no written work and functions are common in all offices. As such the Senior Assistant is to be equated with the Assistant Section Officer and the Superintendent may be equated with the Section Officer. It is requested to assign pay scale of to the Senior Assistant and Superintendent on par with Assistant Section Officer and Section Officer respectively.

Recommendations:

The issue relating to assignment of revised pay scales to the categories of Superintendent, Senior Assistant and Junior Assistant are discussed separately under 'Common Categories' and the recommendation thereunder shall apply in this department also.

8. **E.C.G. Technician Grade II ₹.13780-42490 (Grade 03)**

Request: It is represented that the recruitment notification for the post of ECG Technician stipulated Intermediate and technical certificate course in ECG indicating the time scale of ₹.7100-21250 in the 2010 Pay Scales corresponding to which the Tenth Pay Revision Commission assigned the pay scale of ₹.13780-42490. In the ESI hospital the Male Nursing Orderly, Female Nursing Orderly, Attender etc, whose qualifications are much less, are also in the above pay scale. The ECG Technician in the Directorate of Medical Education Department was carrying the pay scale of ₹.11530-33200 (2010 Pay Scales) and Lab Technician Grade II is in the pay scale of ₹.10900-31550. The qualifications for those post are also 10th Class and Technical Certificate. It is therefore requested to assign the pay scale that this post deserves.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7100-21250 (03)	13780-42490 (03)		ECG Technician Gr.I ₹.22460-66330 (12)

Compared Post: ECG Technician in Directorate of Medical Education						
2075- 4270 (10)	4190- 8700 (11)	6195- 13945 (11)	11530- 33200 (12)	22460- 66330 (12)		
Mode of Recruitment: By Direct Recruitment						
Qualifications: i) Intermediate examination with Science subject. ii) Undergone training in E.C.G. for a period of not less than 6 months in a Government Hospital or any Institution or reputed organization						

Recommendations:

There are two grades of ECG Technicians in the Insurance Medical Services Department. The ECG Technician Grade II forms feeder category to the post of ECG Technician Grade-I and the latter category is on par with ECG Technician in the Directorate of Medical Education. Keeping in view the qualifications attached, the pay scale of ECG Technician Grade II is improved by two stages and a pay scale of ₹23120-74770 (Grade 05) is assigned.

20.LAW DEPARTMENT
20. (a). PROSECUTIONS DEPARTMENT

The Directorate of Prosecutions was established in 1986 to administer the Public Prosecutions. A Public Prosecutor conducts prosecutions, during the trial of criminal cases, on behalf of the State and assists the Court in disposing of criminal cases. He elicits the truth and establishes it before the Court to prove the guilt so that the criminal is sentenced. He advises the Police during the investigation, prepares draft charge sheet/ complaint in co-ordination with the Police and other Government Offices. He also files appeals with arguments against acquittal orders of the Lower Court.

The representations received are discussed below:

1. Director	₹. 80930-110850 (Grade 31)
2. Additional Director	₹. 73270-108330 (Grade 30)
3. Joint Director / Public Prosecutor	₹. 61450-105810 (Grade 28)
4. Additional Public Prosecutor Grade-I	₹. 56870-105810 (Grade 27)
5. Additional Public Prosecutor Grade-II	₹. 49870-100770 (Grade 25)
6. Senior Assistant Public Prosecutor	₹. 42490-96110 (Grade 23)
7. Assistant Public Prosecutor	₹. 37100-91450 (Grade 21)

Request: It is represented that the post of Director of Prosecutions was created vide G.O. Ms. No. 169, Finance (HR II) Department dated 21.09.2017 in the pay scale of ₹.80930-110850 (Grade 31). The functions of Director of Prosecutions are important in the criminal justice system. As such it is important to assign pay scale to the Director of Prosecutions on par with other departments such as Director of Health.

An advocate with three years practice is being appointed as Assistant Public Prosecutor. 30% of the cadre strength of Additional Public Prosecutors Grade II are to be appointed through Direct Recruitment among the Advocates with seven years of practice. The duties and responsibilities of Assistant Public Prosecutors are akin to that of Civil Assistant Surgeons and Judicial Officers and they have to work round the clock. It is requested to assign a pay scale to the Assistant Public Prosecutor on par with that of Civil Assistant Surgeon and fix commensurate pay scales for the next higher cadres of Senior Assistant Public Prosecutor, Additional Public Prosecutor Grade II, Additional Public Prosecutor Grade I, Joint Director of Prosecutions and Additional Director of Prosecutions. It is suggested that the Director of Prosecutions may be assigned pay scale of ₹.87130-110850 (Grade 32) on par with the Director of Health.

Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
				80930-110850 (31)	Additional Director ₹.73270-108330 (30)	
Compared Post: Director of Health						
7580-10100 (31)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Additional Director ₹.87130-110850 (32)	
Mode of Appointment: (a) By promotion from the category of Additional Director of Prosecutions with 2 years of service (b) If no suitable candidate is available for promotion in the category of Additional Director, by transfer or on deputation from the State Higher Judicial Service. (c) By transfer or on deputation from the I.P.S. Cadre of the Andhra Pradesh an Officer of and above the rank of Deputy Inspector General of Police possessing a Law Degree						
Additional Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	73270-108330 (30)	Joint Director/ Public Prosecutor ₹.61450-105810 (28)	Director ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Joint Director of Prosecutions / Public Prosecutor, with two years of service or by transfer/on deputation from Andhra Pradesh State Higher Judicial Service.						

Joint Director/ Public Prosecutor						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	61450-105810 (28)	Deputy Director/ Additional Public Prosecutor Grade I ₹.25600-50560 (27)	Additional Director 73270-108330 (30)
Mode of Appointment: By promotion from the category of Additional Public Prosecutor Grade-I/ Deputy Director with a service of two years/ by transfer or deputation from the State Judicial Service of the cadre of Sub- Judges.						
Deputy Director/ Additional Public Prosecutor Grade I						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4720-8700 (24)	9000-16525 (24)	13390-28500 (24)	25600-50560 (25)	56870-105810 (27)	Additional Public Prosecutor Grade II ₹49870-100770 (25)	Joint Director/ Public Prosecutor ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of Additional Public Prosecutor Grade-II with a service of not less than 3 years of by transfer or on deputation from State Judicial Service of the Cadre of Munsif Magistrate.						
Additional Public Prosecutor Grade II						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		12385-27750 (23)	23650-49360 (24)	49870-100770 (25)	Senior Assistant Public Prosecutor ₹.42490-96110 (23)	Deputy Director/ Additional Public Prosecutor Grade I ₹.56870-105810 (27)

Mode of Appointment: By promotion from the category of Senior Assistant Public Prosecutor with a service of two years / by direct recruitment						
Qualifications: By Promotion/Direct Recruitment – (i) Bachelor’s Degree in any subject with a Bachelor’s Degree in Law (ii) practiced as an Advocate for seven years for direct recruitment.						
Senior Assistant Public Prosecutor						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		10285-24200 (20)	20680-46960 (22)	42490-96110 (23)	Assistant Public Prosecutor ₹.37100-91450 (21)	Additional Public Prosecutor Grade II ₹.49870-100770 (25)
Mode of Appointment: By promotion from the category of Assistant Public Prosecutor with a service of two years						
Assistant Public Prosecutor						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Direct Recruitment	Senior Assistant Public Prosecutor ₹.42490-96110 (23)
Compared Post: Civil Assistant Surgeon						
3640-7580 (20)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	40270-93780 (22)	Initial Recruitment	Deputy Civil Surgeon ₹. 49870-100770 (25)
Mode of Appointment: By Direct Recruitment						
Qualifications: (i) A Bachelor’s Degree in any subject with a Bachelor’s Degree in Law (ii) Active practice in Criminal Courts in the State for at least three years.						

Recommendations:

The discussed categories constitute the complete vertical hierarchy in the Andhra Pradesh State Prosecution Service. The post of Director of Prosecutions does not compare with that of Director of Health and similarly the post of Assistant Public Prosecutor does

not bear comparison with that of the Civil Assistant Surgeon as both streams have entirely different professional qualifications and skill-sets and discharge different functions altogether.

Keeping in view the qualifications prescribed for the posts and duties and responsibilities attached to them, it is considered that the existing pay scales are adequate. Accordingly, the following corresponding pay scales are assigned:

Director	₹. 124380-179000 (Grade-31)
Additional Director	₹. 112610-174790 (Grade-30)
Joint Director /Public Prosecutor	₹. 94500-170580 (Grade-28)
Additional Public Prosecutor Grade-I	₹. 87480-170580 (Grade-27)
Additional Public Prosecutor Grade-II	₹. 76730-162780 (Grade-25)
Senior Assistant Public Prosecutor	₹. 65360-154980 (Grade-23)
Assistant Public Prosecutor	₹. 57100-147760 (Grade-21)

8. Administrative Officer (Legal) ₹. 31460-84970 (Grade-19)

Request: It is stated that the post of Administrative Officer in the Prosecution Department is different from the Administrative Officer in other Departments. The Administrative Officer in the Directorate shall hold a Law Degree and assists the Director of Prosecutions in legal issues. He scrutinizes judgements, legal opinions and monthly work done statements of the Prosecuting Officers and prepares notes for the Director of Prosecutions. Earlier, parity existed in the pay scale of Administrative Officer and Assistant Public Prosecutor. This helps the department to post Assistant Prosecuting Officer in exigencies. Hence the pay scale of the Administrative Officer may be revised to be on par with that of the Assistant Public Prosecutor.						
Administrative Officer (Legal)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	

Compared Post: Assistant Public Prosecutor						
		9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Initial Recruitment	Senior Assistant Public Prosecutor ₹.42490-96110 (23)
Mode of appointment: By transfer of Superintendents (vide G.O.Ms. No.6 Finance (SMPC) Department dated, 05-01-2010)						
Qualification: Bachelor Degree in Law						

Recommendations:

Government, in G.O. Ms. No.6, Finance (SMPC) Department dated 05-01-2010, accorded sanction for creation of three posts of Administrative Officer (Legal) in the pay scale of Rs.9285-21550 (Grade-19) to be filled up by transfer of Superintendents. On bifurcation of the State two out of three posts of Administrative Officer (Legal) were allotted to Andhra Pradesh. Out of these two posts, one was converted to the post of Administrative Officer vide G.O Ms. No.91, Finance (HR-II) Department dated 27-05-2016 in the same scale of pay. Considering the feeder category, qualification and nature of duty, both these posts of Administrative Officer and Administrative Officer(Legal) are assigned a pay scale of ₹.54060-140540 (Grade-20), thus improving by one grade. This would bring the post of Administrative Officer on par with the pay scale of Administrative Officers in most other Government Departments.

21. MUNICIPAL ADMINISTRATION AND URBAN DEVELOPMENT DEPARTMENT

21.(a). MUNICIPAL ADMINISTRATION DEPARTMENT

The Directorate of Municipal Administration monitors the administration of Urban Local Bodies. The main functions of the Department are to:

- administer and monitor the activities / functions of Urban Local Bodies viz., Municipal Corporations, Municipalities and Nagar Panchayats
- issue necessary directions and orders for better civic administration and sustainable urban development.
- provide guidance to Municipal Corporations and Municipalities in performing their day to day activities in adherence to the policies, procedures and guidelines provided by the Department to achieve effective civic administration.
- grant administrative sanctions for taking up various Projects / Developmental works
- approve the Master Plans of Urban Local Bodies and make necessary modifications to the same as and when required
- co-ordinate with the Government of India for getting central grants and external funding for taking up various developmental activities / projects in urban areas
- co-ordinate with all the other departments for better civic administration and urban development

There are 94 Municipalities and 16 Municipal Corporations under the Administrative control of the Directorate of Municipal Administration. The Department is headed by the Commissioner and Director of Municipal Administration, who is assisted by the Additional Director and Regional Directors. The Municipal Commissioners are the Chief Executives of the Urban Local Bodies.

The issues raised by the employees are discussed below.

1. Additional Director ₹.73270-108330 (Grade 30)

Request: It is represented that the Additional Director is the highest non cadre post in the department. He assists the Commissioner and Director of Municipal Administration and the Mission Director for Elimination of Poverty in Municipal Areas (MEPMA), who are all cadre officers. As per the approved staffing pattern he may be posted as Commissioner in Municipal Corporations where the population is more than 5 lakhs viz., Guntur, Nellore, Rajamahendravaram etc. It is requested to assign a pay scale on par with the Chief Engineer (Grade 31) as both the posts are second in line to the Heads of Departments.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	73270-108330 (30)	Regional Director- Cum-Appellate Commissioner ₹.61450-105810 (28)	
Compared Post: Chief Engineer						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer-in-Chief ₹.87130-110850 (32)
Mode of Appointment: By promotion from the category of Regional Director cum Appellate Authority						

2. Regional Director-Cum-Appellate Commissioner ₹.61450-105810 (Grade 28)

Request: It is represented that the Regional Director – cum – Appellate Commissioner supervises the implementation of all schemes and Town Planning activities in co-ordination with the Superintending Engineer and Regional Deputy Director of Town and Country Planning. It is requested that the Regional Director – cum – Appellate Commissioner be assigned higher pay scale than that of the Superintending Engineer i.e. pay scale in Grade - 30.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	61450-105810 (28)	Municipal Commissioner Selection Grade ₹. 52590-103290 (26)	Additional Director ₹.73270-108330 (30)
Compared Post: Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Municipal Commissioner (Selection Grade).						

3. **Municipal Commissioner (Selection Grade)** ₹. 52590-103290 (Grade 26)
4. **Municipal Commissioner (Special Grade)** ₹. 46060-98440 (Grade 24)
5. **Municipal Commissioner Grade-I** ₹. 40270-93780 (Grade 22)
6. **Municipal Commissioner Grade-II /
Compost Development Officer** ₹. 35120-87130 (Grade 20)
7. **Municipal Commissioner Grade-III** ₹. 29760-80930 (Grade 18)

Request: It is represented that the Municipal Commissioners perform developmental functions and regulatory functions besides exercising administrative powers. They are supervisory and controlling officers over the various municipal functionaries such as Municipal Engineers, Town Planners and Medical Officers etc. The duties include collection of Taxes, non-taxes, determining tax assessments, providing infrastructure and civic amenities to the citizens of Urban Local Bodies. It is stated that many of the officers, who deal with only one subject, are being given higher pay scales than that of the Municipal Commissioners. It is argued that the Municipal Commissioners should be assigned higher scales than those of the Engineers working under their control. It is also informed that the Government, vide G.O. Ms. No. 18 MA&UD Department dated 08.01.2018, conferred Gazetted status on the Municipal Commissioner Grade III and as such he may be assigned a higher pay scale than that of the Assistant Executive Engineer. Finally, it is requested to assign the following pay scales:

Municipal Commissioner Selection Grade (including Joint Director)	Grade 28
Municipal Commissioner Special Grade	Grade 26
Municipal Commissioner Grade I	Grade 24
Municipal Commissioner Grade II	Grade 22
Municipal Commissioner Grade III	Grade 20

Municipal Commissioner (Selection Grade)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Municipal Commissioner Special Grade ₹. 46060-98440 (24)	Regional Director- Cum- Appellate Commissioner ₹.61450-105810 (28)

Compared Post: Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Municipal Commissioner (Special Grade)/by transfer from the category of Assistant Secretary to Government except Law and Finance						
Municipal Commissioner Special Grade						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Municipal Commissioner Grade I ₹.40270-93780 (22)	Municipal Commissioner Selection Grade ₹.52590-103290 (26)
Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Municipal Commissioner Grade I						
Municipal Commissioner Grade I						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Municipal Commissioner Grade II/ Compost Officer Asst. Director ₹.35120-87130 (20)	Municipal Commissioner Special Grade ₹.46060-98440 (24)

Compared Post: Executive Engineer/Municipal Engineer Grade II						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Mode of Appointment: By promotion from Municipal Commissioner Grade II/ transfer from Section Officer to Government except Law and Finance Departments						
Qualifications: By Promotion/transfer: Bachelor's Degree. Accounts Test for Local Body Employees						
Municipal Commissioner Grade II/Compost Development Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Municipal Commissioner Gr-III ₹.29760-80930 (18) Managers of Special & Selection Grade Municipalities/ Superintedents ₹28940-78910 (17)	Municipal Commissioner Grade-I ₹.40270-93780 (22)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Mode of Appointment: By Direct Recruitment/transfer from Municipal Commissioner Grade III/ transfer of Managers from Selection Grade or Special Grade Municipalities/transfer of Superintendents of all Municipal Corporations/transfer of Superintendents /SC Stenos of the Office of the Commissioner and Director of Municipal Administration/Regional Joint Director of Municipal Administration/ Director of Town and Country Planning						
Qualifications: By Direct Recruitment: Bachelor's Degree						

Municipal Commissioner Grade III						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Manager Ist Grade Municipalities/ Assistant Section Officer/ Senior Stenographer Secretariat ₹.26600-77030 (16) Manager II and III Grade Municipalities Revenue Officers of Selection /Special and First Grade Municipalities Accountants of Selection Grade and Special Grade Municipalities Sanitary Supervisor ₹.24440-71510 (14) Sanitary Inspector Senior Assistants / UD Stenographers ₹.22460-66330 (12)	Municipal Commissioner Grade II/ Compost Officer ₹.35120-87130 (20)

Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment/transfer from Assistant Section Officer or Senior Stenographers or Senior Stenographers of Secretariat except Law and Finance/Senior Assistants or UD Stenographers of the Office of the Commissioner and Director of Municipal Administration/Regional Joint Director of Municipal Administration / transfer of Manager Grade-I, II and III Municipalities, Revenue Officers of Selection/Special and First Grade Municipalities and Accountants of Selection Grade and Special Grade Municipalities/Sanitary Supervisors, Sanitary Inspectors and Sanitary Food Inspectors working in Municipalities						
Qualification: Direct Recruitment - Bachelor Degree						

Recommendations:

The above mentioned categories from Municipal Commissioner Grade-II upto the Additional Director are the successive posts in the line of promotion in the Municipal Administration Service. The category of Municipal Commissioner Grade-III is the next lower category below this hierarchy and is part of the Municipal Commissioners Sub-ordinate Service. This category has a direct recruitment channel through the APPSC Group-II examination and has been assigned a pay grade (Grade-18) which is the same as that fixed in respect of several other co-recruited categories such as Deputy Tahsildar, GST Officer, Assistant Labour Officer, Extension Officer (PR&RD) etc.

The Request for parity with the corresponding categories in the hierarchy of Public Health and Municipal Engineering Service has been raised earlier also before previous Pay Revision Commissions, but was not agreed to. Firstly, the two sets of posts have different functional scope and responsibilities. Secondly, the personnel in the latter service possess technical qualification and skills unlike those in the former Service. The fact that the Municipal Engineers work under the overall administrative control of the Municipal Commissioners is a working arrangement and cannot alone be the basis for claiming higher pay scales. The technical supervision and quality control of the work turned out by the Municipal Engineers lies with the superior technical (engineering) personnel only.

The Commission also finds that except for the Medical and Health Department, which is a specialized professional department, in no other Department of the State Government the category of Additional Director has been assigned a pay grade higher than 30, which has been allowed to the post of Additional Director, Municipal

Administration. In fact the Additional Director, Panchayat Raj Department, which is another Department of similar genre handling the affairs of rural Local Bodies, has also been assigned the same pay grade-30.

Keeping in view all the above aspects, the vertical spacing available in the hierarchy of posts and the duties and responsibilities associated, the Commission is of the view that the existing pay scales are adequate for all the categories, and accordingly the following corresponding pay scales are assigned to these categories:

- **Additional Director** ₹. 112610-174790 (Grade-30)
- **Regional Director-Cum-Appellate Commissioner
Municipal Commissioner
Selection Grade and
equivalent categories** ₹. 94500-170580 (Grade-28)
- **Municipal Commissioner Special Grade
and equivalent categories** ₹. 80910-166680 (Grade-26)
- **Municipal Commissioner Grade I
and equivalent categories** ₹. 70850-158880 (Grade-24)
- **Municipal Commissioner Grade I
and equivalent categories** ₹. 61960-151370 (Grade-22)
- **Municipal Commissioner Grade II/
Compost Development Officer
Municipal Commissioner Grade III** ₹. 54060-140540 (Grade-20)
- **Municipal Commissioner Grade III** ₹. 45830-130580 (Grade-18)

21. (b). TOWN AND COUNTRY PLANNING DEPARTMENT

The Town and Country Planning Department assists the Government in the matters of urban and rural planning through preparation of Master Plans and indicative Land Use Plans. The department frames building rules and zoning regulations and approves layouts for industrial institutions. It coordinates with various departments involved in area development like the A.P. Housing Board, A.P. State Housing and Urban Development Corporation, A.P. Industrial Infrastructure Corporation, Industries Department etc. The department functions under the provisions of the following statutes:

- Andhra Pradesh Town Planning Act, 1920
- Municipal Corporation Act,
- Andhra Pradesh Municipalities Act
- Andhra Pradesh Urban Areas (Development) Act
- Andhra Pradesh Cinematography Act.
- Andhra Pradesh Panchayat Raj Act, 1992

The functions of the Department are as under:

- Preparation of General Town Planning Schemes (Master Plans and Regional Plans)
- Formulation of Building Rules
- Preparation and approval of indicative Land use Plans for Mandal Headquarters
- Approval of Road Development Plans
- Preparation and Approval of Type Designs for community and public buildings
- Furnishing Technical Appraisal to the Government in all Planning related matters
- Technical Approval of Layouts
- Approval of Housing Layouts under Pradhan Mantri Awas Yojana (PMAY)
- Technical Clearance of industrial installations

The Department is headed by the Director, who is assisted by Additional Directors, Joint Directors, Deputy Directors, Assistant Directors, Assistant City Planner, Assistant Town Planners and other supporting staff. The department functions with four Regional Offices at Visakhapatnam, Rajahmundry, Guntur and Ananthapuramu, thirteen District Offices, nine Urban Development Authorities including the Capital Area Development Authority and one hundred and ten Urban Local Bodies.

- | | |
|---|-----------------------------------|
| 1. Additional Director/
Additional Chief Planner | ₹. 66330-108330 (Grade 29) |
| 2. Joint Director/
City Planner | ₹. 56870-105810 (Grade 27) |
| 3. Deputy Director/
Deputy City Planner | ₹. 46060-98440 (Grade 24) |

4. **Assistant Director / Assistant City Planner / Assistant Town Planner/ Selection Gr. Town Planning Officer** ₹. 40270-93780 (Grade 22)
5. **Town Planning officer** ₹. 37100-91450 (Grade 21)

Request: It is stated that considering the qualifications prescribed for the various categories of posts in the Town Planning Service and the critical nature of functions being discharged by the personnel manning them, they are comparable with the corresponding categories in the Engineering departments as discussed below:

Additional Director

The Additional Directors work in various planning Departments, MA&UD Department of State Secretariat, Urban Development Authorities, APCRDA etc and they discharge planning and development control functions. It is requested that they may be assigned the pay scale corresponding to ₹.80930-110850 (Grade-31) on par with that of the Chief Engineer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director ₹.56870-105810 (27)	Director ₹.87130-110850 (32)
Compared Post: Chief Engineer						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-1110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer in Chief ₹.87130-110850 (32)

Mode of Appointment: By promotion from the category of Joint Director/City Planner

Qualifications: B. Arch or B.E. Civil or MA (Geography) and Post Graduate Degree or Diploma in Town and Country Planning or Fellowship or Associateship of the Institute of Town Planners of India

Joint Director/City Planner

It is represented that the duties and responsibilities of this category include monitoring of preparation and review of master plans and finalization of disciplinary cases. When posted as City Planner he acts as head of the Town Planning Wing of Municipal Corporation/Urban Development Authority. His functions include implementation of the Master Plan, procurement of land for road widening by negotiation, enforcement of relevant Acts, protection of public property etc. It is requested to assign the pay scale corresponding to ₹.66330-108330 on par with that of the Superintending Engineer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.66330-108330 (29)
Compared Post: Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Deputy Director						
Qualifications: B. Arch or B.E. Civil or MA (Geography) and Post Graduate Degree or Diploma in Town and Country Planning or Fellowship or Associateship of the Institute of Town Planners of India						
Deputy Director						
It is represented that the Deputy Director guides and advises the Municipalities and Gram Panchayats in Town Planning. He accords technical approval for the town planning activities and prepares and designs the project report for developmental works. In the capacity of Regional Deputy Director he monitors all Town Planning activities in urban as well as rural areas in the entire region which may spread over to 3 to 4 districts. As Deputy City Planner in Municipal Corporation he implements the provisions of various Acts. It is requested to assign the pay scale corresponding to ₹.49870-100770 on par with that of the Executive Engineer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	46060-98440 (24)	Assistant Director/ Assistant City Planner/ Assistant Town Planner ₹.40270-93780 (22)	Joint Director ₹.56870-105810 (27)

Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Mode of Appointment: By transfer from the category of Assistant Director/ Assistant City Planner/Assistant Town Planner						
Qualifications: B. Arch or B.E. Civil or MA (Geography) and Post Graduate Degree or Diploma in Town and Country Planning or Fellowship or Associateship of the Institute of Town Planners of India						
Assistant Director/ Assistant City Planner/Assistant Town Planner						
The Assistant Director is the head of the town planning section. He also acts as the Drawing and Disbursing Officer, conducts physical surveys, prepares developmental plans for Municipalities and Mandal headquarters. He exercises enforcement duties. It is requested by the Employees Association to assign the pay scale corresponding to ₹.49870-100770 on par with the Executive Engineer. The Director of Town and Country Planning, in his recommendations, observed that the qualifications required are equal to that of the Deputy Executive Engineer and a pay scale at par with that post may be assigned.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Town Planning Officer ₹.37100-91450 (21)	Deputy Director ₹.46060-98440 (24)
					Town Planning Assistant ₹.35120-87130 (20)	
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Asst. Executive Engineer ₹. 37100-91450 (21)	Executive Engineer ₹.49870-100770 (25)
					Asst. Engineer ₹. 31460-84970 (19)	

Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Mode of Appointment: By transfer from the category of the Town Planning Officer / by transfer from the category of Town Planning Assistant/by direct recruitment						
Qualification: By Direct Recruitment - B.Arch. or B.E. Civil or B. Planning/ B. Tech (Planning) OR M.A Geography and PG Degree or Diploma in Town Planning. By transfer – Graduation in Civil Engineering or B. Planning or B. Tech (Planning) or equivalent qualification with 5 years' experience in Town Planning in a responsible capacity in Municipalities or Town Planning Department or Urban Development Authority OR an Associate of the India Institute of Architects or must possess equivalent Degree or Diploma in Architecture with 5 years' experience in Town Planning in a responsible capacity in Municipalities or Town Planning Department or Urban Development Authority OR Licentiate in Civil Engineering with 10 years' experience in Town Planning in a responsible capacity in Municipalities or Town Planning Department or Urban Development Authorities OR a pass in AP Government Examination for Certificate in Architecture (New Rules) or any equivalent examination and 10 years' experience in Town Planning in a responsible capacity in Municipalities or Town Planning Department or Urban Development Authorities.						
Town Planning Officer						
It is informed that the Town Planning Officer is the Head of the Town Planning Section in Second/Third grade Municipalities and Nagar Panchayats. He attends to multifarious duties and field work. It is requested to assign the pay scale corresponding to ₹.42490-96110 on par with the Deputy Executive Engineer. The Director of Town Planning suggested parity with the Assistant Executive Engineer/Deputy Executive Engineer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Town Planning Supervisor ₹.31460-84970 (19)	Assistant Director ₹.40270-93780 (22)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	110845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Asst. Executive Engineer ₹.37100-91450 (21)	Executive Engineer ₹.49870-100770 (25)

Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By transfer of Town Planning Supervisor/by direct recruitment if no qualified and suitable person is available for promotion						
Qualification: By Direct Recruitment/Promotion -B.Arch. or B.E./B. Tech (Civil) or B. Planning or B. Tech (Planning) or Diploma in D.C.E./L.C.E / L.A.A.,						

Recommendations:

The town planning officers play a pivotal role in urban planning and development, which are critical for orderly growth of urban areas/ agglomerations commensurate with the influx of people from rural hinterlands. However, strictly speaking their functions differ from those of their Engineering counterparts. The qualifications of the counterpart functionaries are however equivalent. Historically, right since the 2005/1993 RPS the categories of Additional Director/ Joint Director have been drawing lesser pay scales compared to the categories of Chief Engineer/ Superintending Engineer respectively. On the other hand, the categories of Deputy Director/ Assistant Director were enjoying the same pay grades as those of Executive Engineer/ Deputy Executive Engineer from the 1993 RPS till the 2010 RPS, which was upset only in the 2015 RPS. There is no convincing reason to deviate from the historical relativities for the above mentioned categories. The Commission feels it appropriate to restore the old parities in respect of the categories of Deputy Director and Assistant Director.

Hence keeping the above aspects and duties and responsibilities in view, the Commission assigns the following pay scales/ grades :

Additional Director/ Additional Chief Planner	₹. 101970-174790 (Grade-29)
Joint Director/City Planner	₹. 87480-170580 (Grade-27)
Deputy Director/ Deputy City Planner	₹. 76730-162780 (Grade-25) (enhanced by one grade)
Assistant Director/ Assistant City Planner/ Assistant Town Planner/ Selection Grade Town Plg. Officer	₹. 65360-154980 (Grade-23) (enhanced by one grade)
Town Planning Officer	₹. 57100-147760 (Grade-21)

6. Town Planning Assistant ₹. 35120-87130 (Grade 20)

Request: It is represented that the Town Planning Assistant has been conferred Gazetted status along with the Town Planning Officer and both form feeder category to the post of Assistant Director. But the pay scale of the Town Planning Assistant is lesser than that of the Town Planning Officer. It is requested to assign pay scale to the Town Planning Assistant on par with that of the Town Planning Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Architectural Draughtsman ₹.31460-84970 (19)	Assistant Director/ Assistant City Planner/ Assistant Town Planner ₹.40270-93780 (22)
Compared Post: Town Planning Officer						
2930-5960 (17)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Town Planning Supervisor ₹.31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By promotion from the category of Architectural Draughtsman/ by Direct Recruitment						
Qualifications: By Direct Recruitment: B. Arch or B.E/B. Tech (Civil) or B. Planning/B. Tech (Planning). Or pass in Associateship examination of Institute of Town Planners. By promotion: B. Arch or B.E/B. Tech (Civil) or B. Planning/B. Tech (Planning) or Diploma in Civil Engineering, LCE/LAA						

Recommendations:

It is observed by the Commission that in G.O. Ms. No. 347 MA&UD Department dated 20-07-2013 the posts of Special Grade Town Planning Officer and Town Planning Officer (Ordinary Grade) were merged and re-designated as Town Planning Officer. In the same G.O. both the posts of Town Planning Officer and Town Planning Assistant were conferred Gazetted Status. Both form feeder posts to the post of Assistant Directors. It is also noted that the qualifications for the posts of Town Planning Officer and Town Planning Assistant are the same. Further, the two respective feeder categories of Town Planning Supervisor and Architectural

Draughtsman carry the same qualification and pay scale. The Director, Town and Country Planning has informed that both discharge similar functions. As such the Commission assigns the pay scale of ₹.57100-147760 (Grade-21) to this category on par with that of the Town Planning Officer.

7. **Town Planning Supervisor** ₹. 31460-84970 (Grade 19)
 8. **Town Planning and Building overseer** ₹. 22460-66330 (Grade 12)

Town Planning Supervisor						
Request: It is stated that the Town Planning Supervisor works in Urban Local Bodies and the Town Planning and Building Overseer is the initial technical post in the Town Planning Wing. Both attend to multifarious duties and filed work. The request is to equate the post of Town Planning Supervisor with the Assistant Executive Engineer and Town Planning and Building Overseer with the Assistant Engineer. The Director, Town and Country Planning has suggested parity between the Town Planning Supervisor and Assistant Engineer and between Town Planning and Building Overseer and Assistant Technical Officer/Draughtsman Grade II.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Town Planning and Building Overseer ₹.22460-66330 (12)	Town Planning Officer ₹.37100- 91450 (21)
Compared Post : Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Compared Post: Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19) Assistant Technical Officer / Draughtsman Grade II ₹.24440-71510 (14)	Assistant Executive Engineer ₹.37100-91450 (21) Deputy Executive Engineer ₹.42490-96110 (23)

					Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	
Mode of Appointment: By promotion from the category of Town Planning and Building Overseer or by Direct Recruitment if no qualified and suitable person is available for appointment.						
Qualifications: B.Arch. or B.E. / B.Tech. (Civil) or B. Planning / B. Tech. (Planning) OR must possess a minimum qualification of a Diploma in D.C.E., / L.C.E., / L.A.A						
Town Planning and Building Overseer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	9460-27700 (9)	22460-66330 (12)	Town Planning Tracer ₹.17890-53950 (08)	Town Planning Supervisor ₹.31460-84970 (19)
Compared Post : Assistant Engineer (Progression of pay scales etc. are indicated above)						
Compared Post : Assistant Technical Officer/Draughtsman Grade-II						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Junior Technical Officer ₹.22460-66330 (12)	Technical Officer ₹.31460-84970 (19)
Compared Post: Junior Technical Officer/Draughtsman Grade III						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	9460-27700 (9)	22460-66330 (12)	Technical Assistant ₹.17890-53950 (8)	Assistant Technical Officer ₹.24440-71510 (14)
Mode of Appointment: By Direct Recruitment/by appointment by transfer from the category of Town Planning Tracer with not less than three (3) years of service.						
Qualifications: A Diploma in D.C.E./L.C.E./L.A.A. or Degree in B. Arch. or B.E. / B. Tech (Civil) or B. Planning / B. Tech (Planning)						

Recommendations:

The Commission observes that the category of Town Planning Supervisor has, right since the 1993 RPS, an established parity with the category of Assistant Engineer and similarly the post of Town Planning and Building Overseer has an

equation of parity with the post of Junior Technical Assistant/ Draughtsman Grade-III of Engineering Subordinate Service. There is no strong reason to disturb this parity. Accordingly the Commission recommends status quo and assigns the following corresponding pay scales to the two discussed categories:

Town Planning Supervisor ₹. 48440-137220 (Grade 19)

Town Planning and Building overseer ₹. 34580-107210 (Grade 12)

9. Administrative Officer ₹. 29760-80930 (Grade 18)

<p>Request: It is brought to notice that the category of Administrative Officer is a promotional post from the category of Superintendent. The duties and responsibilities of the Administrative Officer are higher than those of the Superintendent. Currently the difference between the pay scales of the Superintendent and the Administrative Officer is very slender and the scale of pay of the latter is higher by one grade. It is further stated that the Administrative Officer is the first level Gazetted post in the Ministerial Service. The qualifications for the initial entry level post of Junior Assistant has been improved. Also the Administrative Officer has to pass Departmental tests for getting promotion. It is pointed out that the same post in other departments carry higher pay scales. Hence it is requested to assign the pay scale corresponding to ₹.42490-96110 on par with the scale of the Administrative Officer in Police (Intelligence) Department.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	
Compared Post: Administrative Officer Police (Intelligence Branch)						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Assistant Administrative Officer ₹.40270-93780 (22)	
Mode of appointment: By promotion from the category of Superintendent						

Recommendations:

It is found that the category of Administrative Officer in the two departments of Town Planning and Police (Intelligence) are not at all comparable. Whereas in

the former case this post is filled up by promotion of Superintendents (Grade-17), in the latter the corresponding hierarchy is I.B. Assistant (Grade-17) → Assistant Manager (Grade-19) → Manager (Grade-21) → Assistant Administrative Officer (Grade-22) → Administrative Officer (Grade-23). Thus the Administrative Officer in the Police (Intelligence) Department is the fourth level promotion post form the level of I.B. Assistant which is equivalent to the post of Superintendent.

The Commission finds that in a majority of the Government Departments the category of Administrative Officer, positioned as the next promotional post to Superintendents, is carrying a pay grade of 20, which is considered appropriate. Accordingly, this Commission, as a major of rationalisation, assigns a pay scale of ₹.54060-140540 (Grade-20) to this post, thus improving by two grades.

21.(c). ALL MUNICIPAL CORPORATIONS

1. Manager/ Revenue Officer/ Accounts Officer

₹. 28940-78910 (Grade 17)

<p>Request: It is represented that the categories of Manger, Revenue Officer and Accounts officer in the Municipal Corporations are promotion posts to the post of Superintendent. But all these categories have been assigned the same pay scale of ₹. 28940-78910. This has resulted in an anomaly of feeder and promotion posts getting the same scale of pay which resulted in many Superintendents foregoing their promotional opportunities. It is therefore requested to assign a higher pay scale to the category of Manager/Revenue Officer/Accounts Officer.</p>						
<p>Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</p>						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930- 5960 (17)	5640- 11300 (17)	8385- 19125 (17)	14860- 39540 (17)	28940- 78910 (17)	Superintendent ₹.28940-78910 (17)	
<p>Compared Post: Superintendent</p>						
2600- 5580 (15)	5000- 10600 (15)	7770- 18575 (16)	14860- 39540 (17)	28940- 78910 (17)	Senior Assistant ₹.22460-66330 (12)	Manager/ Revenue Officer/ Accounts Officer ₹. 28940-78910 (17)
<p>Mode of Appointment: By promotion from the category of Superintendent/ special recruitment by transfer from any other service.</p>						
<p>Qualification: Bachelor Degree or its equivalent</p>						

Recommendations:

According to the Municipal Corporation Service Rules, 1987, the post of Superintendent forms feeder category for the post of Manager/Revenue Officer/Accounts Officer. Up to the 2005 PRC a pay grade difference was maintained between the two categories. The subsequent assigning of the same pay grade to these promotion categories and their feeder category of Superintendent has resulted in an anomaly. It is also seen that these categories have no further promotional opportunities in the regular line. Keeping in view the grade now assigned (Grade-18) to the feeder category of Superintendent, a higher pay scale of ₹.48440-137220 (Grade- 19) is assigned to these categories, thus improving by two grades.

2. **Senior Assistant** ₹. 22460-66230 (Grade 12)

3. **Junior Assistant** ₹. 16400-49870 (Grade 07)

Request: It is represented that the qualifications for the post of Junior Assistant has been enhanced from Intermediate to Degree with computer knowledge and the Senior Assistants are entrusted with additional work of all Government sponsored schemes and surveys. It is requested to revise the pay scale of Junior Assistant from ₹.16400-49870 (Grade 07) to ₹. 21230-63010 (Grade 11) and revise the pay scale of Senior Assistant accordingly.						
Senior Assistant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Mode of Appointment: By promotion from the category of Junior Assistant						
Qualification: Graduation degree						
Junior Assistant						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	8440-24950 (7)	16400-49870 (7)	Record Assistant ₹.15030-46060 (05) Office Subordinate ₹.13000-40270 (01)	Senior Assistant ₹.22460-66330 (12)
Mode of Recruitment: By Direct Recruitment/by transfer of Record Assistant						
Qualification: Intermediate						

Recommendations:

The categories of Senior Assistants and Junior Assistants are discussed separately under Common Categories. The recommendations made thereunder shall apply in this case as well.

4. Sanitary Maistry/ Public Health Maistry ₹. 13000-40270 (Grade 1)

Request: It is represented that the Public Health Maistry is also getting the same scale of pay as that of the PH Worker. Hence it is requested to raise the pay scale of Public Health Maistry.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Public Health Maistry						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)		
Mode of Appointment: No Service Rule placed before the Commission						
Qualification: No Service Rule placed before the Commission						

Recommendation:

As per G.O.Ms. No. 218 of Municipal Administration Department dated 15-06-2011, while rationalizing the staffing pattern of Urban Local Bodies, Government have stipulated that there should be three Sanitary Maistries working under each Sanitary Inspector. A tabulation of the staff positions obtaining in different Municipal Corporations reveals that, except for Kadapa, Kurnool and Tirupati, where only P.H.Maistries are available and have been assigned pay grades 3, 3, and 2 respectively, in rest of the Corporations Sanitary Maistries have been assigned Grade-1 pay scale, which is the same as that assigned to the Public Health Workers. In some of the Municipalities the category of P.H.Maistry has been assigned the Pay Grade-2 and others 1. No Service Rule for these categories was placed before the Commission. It is understood that at present the senior P.H./ Sanitary Workers are being given the responsibility of P.H./Sanitary Maistries.

In view of the above, the Commission assigns the corresponding revised pay scale of ₹.20000-61960 (Grade-1) to this category.

21.(d). GREATER VISAKHAPATNAM MUNICIPAL CORPORATION

1. Social Worker (UCD Project) ₹. 14600-44870 (Grade-4)

Request: It is represented that according to the draft rules, the posts of Social Workers in Urban Community Development are promotion posts for Class III and Class IV employees and those designated as Social Worker are getting the pay scale of ₹.16400-49870 (07) equivalent to Junior Assistants. They have contended that the Social Workers put in the same magnitude of work as the Community Development Officers, who are drawing the higher pay scale of ₹.23100-67990. It is requested to assign a pay scale on par with that of the Senior Assistants.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Social Worker						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1535-2840 (04)	2870-5470 (04)	4260-9520 (04)	7520-22430 (04)	14600-44870 (04)	Direct Recruitment	Community Development officer ₹. 23100-67990 (13)
Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-98710 (07)	Superintendent ₹.28940-78910 (17)
Mode of Appointment: By Direct Recruitment						
Qualification: A Master Degree in Sociology or Social work.						

Recommendations:

According to the Greater Visakhapatnam Municipal Corporation Urban Community Development Subordinate Service Rules issued G.O. Ms. No. 124, MA&UD (D1) Department dated 20.05.2015 the post of Social Worker is to be filled in by Direct Recruitment and the qualification prescribed is Master Degree in Sociology or Social work. However it is understood that earlier, in the absence of Service Rules, several employees have been appointed to this post without having the requisite qualification. The Tenth Pay Revision Commission, while observing that Service Rules governing these posts were not placed before it, assigned this category a pay scale of ₹.14600-44870 (Grade 04).

It is further observed from the Service Rules that the Urban Community Development Service has in its hierarchy three categories of posts, namely (1) Assistant Training and Evaluation Officer/Community Organiser, (2) Community Development Officer and (3) Slum Development Officer/ Social Worker. Category (1) is filled up by promotion of category (2) and by deputation of Municipal Commissioners Grade-III (Grade-18) in the ratio of 50:50. Similarly category (2) is filled up by Direct Recruitment and by promotion of category (3) in the ratio of 50:50. The qualifications for these three categories of posts, as prescribed in the relevant Service Rules, are a Bachelor degree, where the mode of appointment is by promotion/ deputation, and a Master Degree in Social Work/ Sociology in case of Direct Recruitment.

Hence, keeping this in mind, these posts in the Greater Visakhapatnam Urban Community Development Service are assigned the pay scales as noted below:

- **Assistant Training & Evaluation Officer/
Community Organiser (qualified)** ₹. 45830-130580 (Grade-18)
(improved by 2 grades)
- **Community Development Officer
(qualified)** ₹. 38720-118390 (Grade-15)
(improved by 2 grades)
- **Slum Development Officer/
Social Worker (qualified)** ₹. 34580-107210 (Grade-12)
(improved by 8 grades)

Commensurate with the above, the next higher posts of Deputy Project Officer (appointed, as per GVMC UCD Service Rules, 2015, by promotion of Assistant Training & Evaluation Officer or deputation of Second Grade Municipal Commissioner) and Project Officer (appointed by promotion of Deputy Project Officer or deputation of First Grade Municipal Commissioner), are assigned the pay scales of ₹.54060-140540 (Grade-20) and ₹.61960-151370 (Grade-22) respectively, thus improving by one and two grades respectively.

The Commission further recommends that all the above pay scales/grades shall be applicable only to the employees who have been appointed with the qualification prescribed as per the Service Rules issued in G.O. Ms. No. 124, MA&UD (D1) Department dated 20.05.2015. However, in respect of those employees who do not possess the requisite qualification, the corresponding scales to the existing pay scales/grades shall continue.

21.(e). VIJAYAWADA MUNICIPAL CORPORATION

- 1. Electrician Grade I :** **₹. 21230-63010 (Grade 11)**
(as personal for those promoted
with ITI qualification)
₹. 15460-47330 (Grade 06)
(for unqualified)

<p>Request: It is represented that they have been working in the Engineering section of the Vijayawada Municipal Corporation in Class III for the last 20 years. Their qualifications are SSC plus ITI. It is stated that the Draughtsman in Vijayawada Municipal Corporation and in different government departments as well as in Universities with similar qualifications are drawing the pay scale of ₹.31460-84970. The duties of Electricians are stated to be more onerous than those of the Draughtsman. The Electricians work with heavy machines of 1 HP to 500 HP, which function with power supplied by electric substations with high tension Transformers operating with 100-400 volts whereas the Draughtsman work under natural work atmosphere. It is also stated that the working hours for Electricians are 24X7. It is requested to assign pay scale on par with that of the Draughtsman Grade I.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (EI) (08)	4190-8700 (EI) (11)	6195-14175 (EI) (11)	10900-31550 (EI) (11)	21230-63010 (EI) (11)	No Service Rules placed before the Commission	No Service Rules placed before the Commission
1665-3200 (FE) (06)	3130-6150 (FE) (06)	4595-10285 (FE) (06)	7960-23650 (FE) (06)	15460-47330 (FE) (06)		
Compared Post: Draughtsman Grade. I /Technical Officer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Asst. Technical Officer/ Draughtsman Gr-II ₹. 24440-71510 (14)	Technical Officer Special Grade / Draughtsman Special Grade ₹.37100-91450 (21)
Mode of Appointment: No Service Rules.						
Qualification: No Service Rules.						

Recommendations:

No Service Rules governing the post of Electrician Grade I in the Vijayawada Municipal Corporation was placed before the Commission. It is therefore not possible to make a proper comparison with the cited categories for the purpose of fixation of pay scale. We also find that the compared category of Draughtsman Grade I (Technical Officer) is the third level promotion post to the category of Tracer (Technical Assistant), which bears the same pay scale as that of the Electrician Gr-II. Also the duties and responsibilities attached to the compared category of Draughtsman Gr-I is vastly different compared to that of the Electrician Gr-I. Hence the two posts are also not comparable from the angle of their hierarchical positions.

The Commission is therefore of the view that the present pay scale is adequate and accordingly assigns the corresponding scale of ₹.32670-101970 (Grade-11) to those Electricians Grade I who possess ITI qualifications and ₹.23780-76730 (Grade-6) to those who are unqualified.

21. (f). ALL MUNICIPALITIES

- | | |
|---|----------------------------------|
| 1. Managers of Special and Selection Grade Municipalities | ₹. 28940-78910 (Grade-17) |
| 2. Manager (1st Grade Municipality) | ₹. 26600-77030 (Grade 16) |
| Revenue Officer (Special/ Selection Grade Municipalities) | ₹. 24440-71510 (Grade 14) |
| 3. Manger (IInd and IIIrd Grade Municipalities),
Revenue Officer
(1st/IInd/IIIrd Grade Municipalities) | ₹. 24440-71510 (Grade-14) |

Request: It is represented that in a typical Government department the hierarchy of posts in the Ministerial Service is from Junior Assistant to Senior Assistant to Superintendent. Similar is the case in Mandal Offices. But in the Municipalities, unhealthy categorization is being followed assigning differential pay scales depending upon the Grade of the Municipality. The role and duties and responsibilities of all the Mangers and Revenue offices are similar in all the Municipalities as enshrined in G.O.Ms.No.659 MA&UD Department dated 17-11-2009. Further, their duties are more complicated when compared to those of similar categories in Municipal Corporations and in sister Government Departments. But it is a matter of great discontent that the Manger/Revenue officers of Municipalities have been assigned lower pay scales. It is therefore requested to abolish categorization of posts of Mangers and Revenue Officers based on grades of Municipalities and treat them as a single category as in the case of Deputy Tahsildars/Superintendents in the Revenue Department and assign all of them uniform pay scale on par with similar categories in Municipal Corporations and Superintendents of other Government departments.

Manager of Special/Selection Grade Municipalities

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Managers of I st Grade Municipalities ₹.26600-77030 (16) Revenue Officers of Special and	Municipal Commissioners Grade-II Municipalities ₹.35120-87130 (20)

					Selection Grade Municipalities ₹.24440-71510 (14)	
Mode of Appointment: By promotion from the category of Managers of Grade-I Municipalities, Revenue Officers of Special and Selection Grade Municipalities.						
Manager of Ist Grade Municipalities, Revenue Officer of Special/Selection Grade Municipalities						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12550-35800 (14)	26600-77030 (16)	Managers of Grade-II/III Municipalities, Revenue Officers of Grade-I/II/III Municipalities, Accountants of Selection/Special Grade Municipalities ₹.24440-71510 (14)	Manager Special/ Selection Grade Municipalities ₹.28940-78910 (17)
Mode of Appointment: By promotion from the category of Managers of Grade-II/III Municipalities, Revenue Officers of Grade-I/II/III Municipalities and Accountants of Selection/Special Grade Municipalities.						
Manager (IInd and IIIrd Grade Municipalities)/Revenue Officer of Ist/IInd/IIIrd Grade Municipalities/Accountants of Selection/Special Grade Municipality						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	11860-34050 (13)	24440-71510 (14)	Accountants of Ist/IInd Grade Municipalities ₹.23100-67990 (13) UDCs/UDRI/UD Steno ₹22460-66330 (12)	Manager Ist Grade Municipality/ Revenue Officer Special & Selection Grade Municipality ₹.26600-77030 (16)

Compared Post: Manager in Municipal Corporations						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Superintendents of Andhra Pradesh Municipal Corporation Service ₹28940-78910 (17)	
Compared Post: Superintendents in APMS						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	
Mode of Appointment: By promotion from the category of Accountants of First and Second Grade Municipalities						

Recommendations:

The Municipalities in the State have been classified as Selection Grade, Special Grade, First Grade, Second Grade, Third Grade and Nagar Panchayats based on the income level which is a function of the size of habitation/ population and economic activity in the municipal area. Obviously, the work load, span of control, number of functioning wings and citizen interface of the urban Local Bodies differ from town to town depending on its population and physical size. In the Municipal Administration Department, instead of giving uniform nomenclatures to the officials of various seniorities and experience in the Ministerial Service, handling similar functions in different sizes (grades) of urban Local Bodies, the Department has adopted a system of assigning similar designations differentiated by grades. In fact such gradation is reflected at the level of the Municipal Commissioners also. Such a system of nomenclature and hierarchical structuring has both pros and cons. We have been told by the Association of employees that the Government is already revisiting the issue. We consider the request for clubbing of posts and then assigning uniform pay scales to the categories of Managers/ Revenue Officers/ Accountants working across all grades of Municipalities as outside the purview of this Commission and accordingly refrain from delving deeper into the issue.

According to the Municipal Ministerial Service Rules issued vide G.O. Ms. No. 292 Municipal Administration and Urban Development (L-3) dated 16.05.1992.

- (i) the Managers of Special and Selection and Grade Municipalities form promotion category to the posts of Managers of First Grade Municipalities and Revenue Officers of Special and Selection Grade Municipalities
- (ii) the Managers of Ist Grade Municipalities and Revenue Officers of Special and Selection Grade Municipalities constitute promotion categories to the posts of Managers of IInd/IIrd Grade Municipalities and Revenue Officers of Ist/IInd/IIrd Grade Municipalities
- (iii) Managers of IInd/IIIrd Grade Municipalities and Revenue Officers of Ist/IInd/IIrd Grade Municipalities provide promotion avenue for the categories of Accountants of Ist/IInd Grade Municipalities

Keeping in view the above hierarchy, the following pay scales are assigned :

- **Managers of Selection and Special Grade Municipalities** ₹. 45830-130580 (Grade-18)
(enhanced by one pay grade on par with Superintendents)
- **Managers of First Grade Municipalities and Revenue Officers of Selection and Special Grade Municipalities** ₹. 40970-124380 (Grade-16)
(Revenue Officers enhanced by two grades)
- **Managers of Second and Third Grade Municipalities, Revenue Officers of Grade-I, II & III Municipalities and Accountants of Selection and Special Grade Municipalities** ₹. 37640-115500 (Grade-14)

4. Municipal Medical Officers (Indian Medicine System)

The Service Association has requested for assigning pay grades on par with that of the Medical Officers of Allopathic system/ Dentists.

Recommendations:

This issue has been sufficiently deliberated upon by the Commission under the Department of Ayush. As has been recommended therein, this category will carry the same pay scale as applicable to the Medical Officers of Ayush.

5. **Accounts Officer** ₹. 31460-84970 (Grade 19)
6. **Junior Accounts Officer** ₹. 28940-78910 (Grade 17)
7. **Senior Accountant** ₹. 21230-63010 (Grade 11)
8. **Junior Accountant** ₹. 16400-49870 (Grade 07)

<p>Request: It is represented that 651 posts were created in G.O. Ms. No. 151, Finance (SMPC) Department and 148 more posts were created in G.O. Ms. No. 125 dated 27.05.2013, in the combined State of Andhra Pradesh, in four categories viz., Accounts Officer, Junior Accounts Officer, Senior Accountant and Junior Accountant in then existing pay scales of ₹.16150-42950 (Grade 19); ₹.14860-39540 (Grade 17); ₹.10900-315550 (Grade 11) and ₹.8440-24950 (Grade 07) respectively of the Revised Pay Scales, 2010 in the Accounts Branch of Municipalities. The Andhra Pradesh Municipal Accounts Subordinate Service Rules issued vide G.O. Ms. No. 588, Municipal Administration and Urban Development (G 1) Department dated 31st December, 2011 govern these posts. It is stated that these categories have not been included in the Departmental Schedule for 'Municipalities' in Volume III of the Report of the Tenth Pay Revision Commission and Schedule II of GO implementing the recommendations of the 10th Pay Revision Commission regarding revision of pay scales. Hence these categories are getting corresponding pay scales in the Revised Pay Scales, 2015. It is stated that similar categories, particularly the category of Accounts Officer in other in departments, are carrying higher scale of pay. It is therefore requested to improve the pay scale at least by one stage and include all the posts in the Accounts Wing in the Departmental Schedule of Municipalities.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Accounts Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
-	-	-	16150-42950 (19)	31460-84970 (19)	Junior Accounts Officer ₹.28940-78910 (17)	
Compared Posts: Assistant Accounts Officer in Treasuries and Accounts/Assistant Audit Officer in State Audit Department						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	For Assistant <u>Accounts Officer</u> (Trs. And Accts.) Sub Treasury Officer/ Jr. Accounts Officer ₹.28940-78910 (17)	For Assistant <u>Accounts Officer</u> (Trs. And Accts.) Accounts Officer/ Assistant Director ₹.40270-93780 (22)

					<u>For Assistant Audit Officer State Audit</u> Senior Auditor ₹.22460-66330 (12)	<u>For Assistant Audit Officer State Audit</u> Audit Officer ₹.40270-93780 (22)
Compared Post: Accounts Officer in Treasuries and Accounts Department/Audit Officer in State Audit Department /Assistant Pay and Accounts Officer (Works and Accounts)						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	For Accounts Officer Assistant Accounts Officer For Audit Officer Assistant Audit Officer For Assistant Pay and Accounts Officer Divisional Accounts Officer Grade I ₹.35120-87130 (20)	Deputy Director For Accounts Officer/Audit Officer Pay and Accounts Officer for Assistant pay and Accounts Officer ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment/ promotion from the category of Junior Accounts Officer						
Qualifications: By Direct Recruitment/promotion: Bachelor's Degree in Commerce						
Junior Accounts Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
-	-	-	14860-39540 (17)	28940-78910 (17)	Senior Accountant ₹.21230-63010 (11)	Accounts Officer ₹.31460-84970 (19)
Mode of Appointment: By Direct Recruitment/ promotion from the category of Senior Accountant						
Qualifications: By Direct Recruitment/promotion: Bachelor's Degree in Commerce						
Senior Accountant						
-	-	-	10900-31550 (11)	21230-63010 (11)	Junior Accountant ₹.16400-49870 (07)	Junior Accounts Officer ₹.28940-78910 (17)

Mode of Recruitment: By Direct Recruitment/ promotion from the category of Junior Accountant						
Qualifications: By Direct Recruitment/promotion: Bachelor's Degree in Commerce						
Junior Accountant						
-	-	-	8440-24950 (07)	16400-49870 (07)	Bill Collector/ Record Assistant ₹.15030-46060 (05)	Senior Accountant ₹.21230-63010 (11)
Mode of Recruitment: By Direct Recruitment/ transfer from the category of Bill Collectors/Record Assistants						
Qualifications: By Direct Recruitment/transfer: Bachelor's Degree in Commerce						

Recommendations:

a) Accounts Officer

Comparison has been drawn between the Accounts Officer of Municipalities on the one hand and Accounts Officer of Treasuries and Accounts Department/ Audit Officer State Audit Department/Assistant Pay and Accounts Officer Works and Accounts /Assistant Accounts Officer, Treasuries and Accounts Department/ Assistant Audit Officer, State Audit Department on the other. The post of Accounts Officer of Municipalities is borne on the Subordinate Service whereas the posts compared are borne on State Services of the respective departments. The span of control and scope of duty of the posts compared are much wider. Hence the comparison is not apt. Mere commonality of designation cannot be a valid reason for equivalence in pay scales. Keeping in view the duties, responsibilities and positions in the promotional hierarchies of these posts and the compared posts, the Commission is of the view that the existing pay scale (Grade 19) assigned to the category of Accounts Officer in Municipalities is appropriate and accordingly the corresponding pay scale in the RPS now recommended is assigned.

b) Junior Accounts Officer, Senior Accountant and Junior Accountant

These categories are equivalent in all respects to the categories of Junior Accounts Officer, Senior Accountant and Junior Accountant in the Treasuries & Accounts Department.

Keeping in view the above, these four categories are assigned par pay scales as follows:

Accounts Officer	₹. 48440-137220 (Grade 19) (status quo)
Junior Accounts Officer	₹. 45830-130580 (Grade 18) (improved by one stage)
Senior Accountant	₹. 37640-115500 (Grade 14) (improved by three stages)
Junior Accountant	₹. 28280-89720 (Grade 09) (improved by two stages)

21. PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT

22.(a). PANCHAYAT RAJ DEPARTMENT

1. **District Panchayat Officer** ₹. 37100-91450 (Grade 21)
 2. **Divisional Panchayat Officer** ₹. 35120-87130 (Grade 20)

Request: It is pointed out that the jurisdiction of the District Panchayat Officer is the whole district and the jurisdiction of the Divisional of Panchayat Officer is a revenue division. The administrative control of both these posts are similar to that of the District Revenue officer and Revenue Divisional Officer respectively. Their powers include release of grants, scrutiny of expenditure and so on. But the pay scale of the District Panchayat Officer is fixed lower than that of the Revenue Divisional Officer and the pay scale of Divisional Panchayat Officer is fixed on par with that of the Mandal Revenue Officer. Hence it is requested to assign the pay scale corresponding to ₹.52590-103290 to the District Panchayat Officer (on par with that of the District Revenue Officer) and the pay scale corresponding to ₹.40270-93780 to the Divisional Panchayat Officer (on par with that of the Revenue Divisional Officer) keeping in in view their respective jurisdictions.						
District Panchayat Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Divisional Panchayat Officer ₹.35120-87130 (20)	Deputy Chief Executive officer ₹.42490-96110 (23)
Compared Post: District Revenue Officer/Special Grade Deputy Collector						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Revenue Divisional Officer ₹.40270-93780 (22)	---
Mode of Appointment: By Direct Recruitment / by promotion from the category of Divisional Panchayat Officer						
Qualification: For direct recruitment- Graduation; For promotion- Pass in Accounts Tests						
Divisional Panchayat Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						

Divisional Panchayat Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer ₹.29760-80930 (18) Superintendent ₹.28940-78910 (17)	District Panchayat Officer: ₹.37100-91450 (21)
Compared Post: Revenue Divisional officer						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Tahsildar ₹.35120-87130 (20)	Special Grade Deputy Collector ₹.52590-103290 (26)
Mode of Appointment : By promotion of Extension Officers (Panchayat Raj & Rural Development) /By transfer of Superintendents of Commissioner, Panchayat Raj and Rural Employment Office/ Superintendents of District Panchayat Officer's office.						

Recommendations:

The Commission is of the view that comparison with the categories of District Revenue Officer and Revenue Divisional Officer is not correct. The duties and responsibilities of these posts are more complex and wider in scope than those of the District Panchayat Officer and Divisional Panchayat Officer. The Commission is also of the view that administrative jurisdiction alone cannot be the only factor for drawing an equation of parity between two categories of posts. It is also pertinent to note that the source of direct recruitment to both the categories of District Panchayat Officer and Revenue Divisional Officer is the same i.e. Group-I examination of APPSC. Hence comparing the post of District Panchayat Officer with the next promotion post of District Revenue Officer in the Land Administration Department does not stand to reason. Similarly the equation of parity between the Divisional Panchayat Officer and Revenue Divisional Officer does not stand to reason.

Keeping the above aspects and the duties and responsibilities in view, it is considered that the existing pay scales are adequate. Accordingly, the following corresponding pay scales are assigned to the two posts:

District Panchayat Officer	₹.57100-147760 (Grade-21)
Divisional Panchayat Officer	₹.54060-140540 (Grade-20)

22. (b). PANCHAYAT RAJ INSTITUTIONS INCLUDING GRAM PANCHAYATS
(i). ZILLA PRAJA PARISHADS AND MANDAL PRAJA PARISHADS

1. **Chief Executive officer** ₹. 52590-103290 (Grade 26)
 2. **Deputy Chief Executive Officer** ₹. 42490-96110 (Grade 23)

Request: It is represented that the Chief Executive Officer and Deputy Chief Executive Officer attend to all secretarial work relating to the Zilla Praja Parishad by taking part in in the meetings of the ZPPs and the Standing Committees. In addition they administer the Zilla Praja Paishads and affiliated institutions. Stating that the Chief Executive Officer is in the same cadre as that of the Joint Director of Agriculture/ Animal Husbandry and the Deputy Chief Executive Officer is equivalent to the Deputy Director of Agriculture/ Animal Husbandry, it is requested to assign pay scales on par with these posts.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Chief Executive Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Chief Executive Officer ₹.42490-96110 (23)	Deputy Commissioner including Joint Director (Panchayat Raj) in APARD) ₹.61450-105810 (28)
Compared Post: Joint Director Agriculture/Animal Husbandry						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Mode of Appointment: By promotion from Deputy Chief Executive Officer. (50% of posts are earmarked for IAS Officers and remaining equivalent posts are to be filled in by promotion from the category of Deputy Chief Executive Officer).						

Deputy Chief Executive officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Mandal Parishad Development Officer ₹.35120-87130 (20) District Panchayat Officer ₹.37100-91450 (21)	Chief Executive Officer ₹.52590-103290 (26)
Compared Post: Deputy Director Agriculture/Animal Husbandry						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-1100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint director ₹.56870-105810 (27)
Mode of Appointment						
By promotion of Mandal Parishad Development Officer/ District Panchayat Officer.						

Recommendations:

Comparison of the posts of Chief Executive Officer/ Deputy Chief Executive Officer with those of Joint Director/ Deputy Director of Agriculture and Animal Husbandry Departments is not apt for the reason that their functions are entirely different. Apart from this, the officials manning the latter posts have professional academic qualification which is not the case with the former. Historically speaking, these posts have never been at par since the 1993 RPS. Keeping in above in view the Commission considers the present pay scales as appropriate and according assigns the corresponding pay scales as follows:

Chief Executive officer ₹.80910-166680 (Grade 26)
Deputy Chief Executive Officer ₹.65360-154980 (Grade 23)

3. Mandal Development Officer

₹. 35120-87130 (Grade 20)

Request: It is stated that the present Mandal Parishad Development Officer (MPDO) is the successor to the erstwhile Block Development Officer. In the earlier dispensation officers belonging to the line departments, who used to report to the Block Development Officer (BDO), were drawing a lower pay scale than the pay scale of the BDOs. In successive pay revisions the pay and allowances of the officers of line departments are being enhanced whereas the pay scale of the Mandal Development Officer is stagnant. As a result, the pay scales of the officers of the line department like the Mandal Engineering officials and Mandal Education officer are either equal to or higher than the pay scale of MPDO. Thus the head of the office/ authority is virtually undermined. It is further stated that both the District Panchayat Officer and Mandal Parishad Development Officer are being recruited through Group I examination and both form feeder category to the posts of Deputy Chief Executive Officer, the pay scale of the Mandal Development Officer is one stage below the pay scale of the District Panchayat Officer. Though the jurisdiction of the District Panchayat Officer is a district, the functions are mainly supervisory whereas the duties of Mandal Development Officers are multifarious. It is lamented that though the MPDO has become the second level Gazetted post, it is not getting pay scale on par with same post in other departments. Finally, it is stated that since the promotion chances of Mandal Parishad Development Officers are meagre, the existing pay scale should be increased to a level corresponding to ₹.40270-93780 (Grade-22) in the Revised Pay Scale.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Mandal Development Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹.29760-80930 (18)	Deputy Chief Executive Officer ₹. 42490-96110 (23)
					Superintendent ₹.28940-78910 (17)	
Compared post: Mandal Engineering Officer (Assistant Executive Engineer)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)

Compared post: Mandal Educational Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	School Assistant, Grade-I Language Pandit, Head Master of Primary schools ₹.28940-78910 (17)	Gazetted Head Master Gr-I / Deputy Educational Officer ₹.40270-93780 (22)
Compared post: District Panchayat Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Divisional Panchayat Officer ₹.35120-87130 (20)	Deputy Chief Executive officer ₹.42490-96110 (23)
Qualification: Direct Recruitment- Graduation; Promotion- Pass in Accounts Test						

Recommendations:

Comparison with the Mandal Engineering Officer i.e. AEE (Grade-21)/AE (Grade-19) is not appropriate as these are categories possessing technical qualifications and skills and have different functional roles. Pay scale wise the Mandal Educational Officer (Grade-20) is on par with the Mandal Development Officer. The other compared post of District Panchayat Officer has, right since the 1993 RPS, carried a higher pay scale than that of the Mandal Development Officer. The criterion of entering the Government service through a common entrance examination (Group-I of APPSC) cannot be the sole basis for drawing parity in the compensation package.

The Commission finds that the Mandal Development Officer (MDO) has all along been assigned the same pay grade as that of the Mandal Revenue Officer (MRO/Tahsildar). This is so in view of the fact that these two categories form pivotal positions for development administration and land administration respectively at the Mandal level and have to act in perfect co-ordination and unison for effective implementation of Government policies and programmes. The pay grade-22, which has been requested for, has been assigned to the Deputy Collector, which is a Revenue Divisional level post with far greater degree of responsibilities and is the next promotional post for the equivalent category of MRO/Tahsildar (MRO). Considering the above aspects, the Commission feels it would be prudent to continue the existing parity between the MDO and the MRO.

Keeping the duties and responsibilities in view, it is considered that the existing pay scale is adequate. Accordingly, the Commission assigns the corresponding pay scale of ₹.54060-140540 (Grade-20) to this category.

4. Extension officer (PR&RD) ₹. 29760-80930 (Grade 18)

Request: It is stated that the Extension Officer works under the administrative control of the Mandal Parishad Development Officer. He supervises, controls and guides the Gram Panchayats and their executive authorities within the jurisdiction of the Mandal. It is requested to assign a higher pay scale corresponding to ₹.31460-84970 (Grade-19) on par with that of the Assistant Engineer. In another representation a higher pay scale of ₹.35120-87130 (Grade-20), on par with that of the Divisional Panchayat Officer, has been requested.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Extension officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary, Gr-I. ₹.28940-78910 (17) Senior Assistant ₹.22460-66330 (12)	Mandal Parishad Development Officer/ Divisional Panchayat Officer ₹.35120-87130 (20)
Compared Post: Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Draughtsman Grade-II ₹.24440-71510 (14)	Asst. Exe. Engineer ₹.37100-91450 (21) Dy. Exe. Engineer ₹.42490-96110 (23)
Compared Post: Divisional Panchayat Officer						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer ₹.29760-80930 (18) Superintendent ₹.28940-78910 (17)	District Panchayat Officer: ₹.37100-91450 (21)

Mode of Appointment: By Direct recruitment/by promotion from the category of Panchayat Secretary Grade-I/ by transfer of Senior Assistant of O/o Zilla Parishad/ Mandal Parishad and O/o District Panchayat Officer/Divisional Panchayat Officer.

Qualification: By Direct Recruitment: A Bachelor Degree

Recommendations:

The functions of the Extension Officer (PR&RD) are entirely different from those of the Assistant Engineer. The comparison is not apt. Similarly the category of Divisional Panchayat Officer constitutes the next promotion post to that of Extension Officer and there is no justification for seeking parity with that post. Further, it is observed that there is a channel for direct recruitment of Extension Officers through the Group-II examination of APPSC and in this group the category of Extension Officer already enjoys the highest pay grade of 18.

Keeping all the above aspects in view, it is considered that the present pay scale is adequate. Accordingly the corresponding revised pay scale of ₹.45830-130580 (Grade-18) is assigned to this category.

5. Administrative Officers (Former Superintendents) ₹. 28940-78910 (Grade 17)

Request: It is represented that discrepancy occurred between the pay scales of the Superintendents working in the MPPs and ZPPs on the one hand and Extension Officer (PR&RD) on the other in the Revised Pay Scales 2015. It is stated that the duties and responsibilities of the Extension Officers (PR&RD) are confined to extension work whereas the duties and responsibilities of the Superintendents include managing and supervising the administrative machinery of the Mandal/Zilla Praja Parishads. Further, both the posts form feeder categories to the post of Mandal Parishad Development Officer and are also filled in from the category of Senior Assistants. Thus, the Senior Assistants, who are promoted as Superintendents, are incurring monetary loss. In a subsequent representation it has been stated that orders have been issued in G.O. MS. No. 242 Panchayat Raj and Rural Development (Estt.IV) department Dated 24-12-2018 conferring Gazetted status to the Superintendents in Mandal Praja Parsishads and Zilla Praja Parishads and re-designating them as Administrative Officers. It is requested to assign them pay scale of ₹.29760-80930 on par with the Extension Officer (PR&RD).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Administrative Officers (former Superintendents)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Mandal Parishad Development Officer ₹.35120-87130 (20)
Compared Post: Extension officer (PR&RD)						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Gr-I. ₹.28940-78910 (17) Senior Assistant ₹.22460-66330 (12)	Mandal Parishad Development Officer ₹.35120-87130 (20)
Mode of Appointment: By promotion from feeder category Senior Assistants.						

Recommendations:.

This is a promotion post from the category of Senior Assistants. It has always been assigned the same grade as that fixed for the Superintendents in 'Common Categories'. The same parity shall continue in the current Pay Revision also. Accordingly this category is assigned a pay scale of ₹.45830-130580 (Grade-18)

6. Junior Assistant ₹. 16400-49870 (Grade-7)

Request: It is represented that the qualification for the post of Junior Assistants has been enhanced to Graduation Degree and a pass in Proficiency Test in Office Automation with usage of computers and associated software. It is higher than that of the qualification prescribed for the category of Secondary Grade Assistant. Hence it is requested to assign a pay scale above that of the Secondary Grade Teacher.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Junior Assistant						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Bill collector Records Assistant ₹.15030-46060 (05)	Senior Assistant ₹.22460-66330 (12)
Compared Post: Secondary Grade Teacher						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)		School Assistant ₹.29760-80930 (18)
Mode of Appointment: By Direct Recruitment/transfer from the category of Record Assistant/Bill Collector/Office Subordinate						
Qualification: Graduation and a pass in Proficiency Test in Office Automation with usage of computers and associated software						

Recommendations:

As has been the practice in the past, the pay scale of the Junior Assistants shall be as fixed for the same post under 'Common Categories'.

7. Laboratory Assistants / Library Assistants ₹. 14600-44870 (Grade 4)

Request: It is represented that orders were issued in G.O. Ms. No. 32, General Administration (Ser.I) Department dated 23.01.1998 re-designating the Laboratory Attenders/Library Attenders as Laboratory Assistants/Library Assistants. It was also ordered that they would be on par with the Record Assistants for all purposes. It is complained that notwithstanding these orders the Laboratory Assistants and Library Assistants were assigned a lower pay scale than that of the Record Assistant. It is requested that they should be assigned pay scale on par with that of the Record Assistants.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		4260-9520 (4)	7520-22430 (4)	14600-44870 (4)	Office Subordinate or any other post in Last Grade Service ₹.13000-40270 (1)	Junior Assistant ₹.16400-49870 (7)

Compared Post: Record Assistant						
1535- 2840 (4)	2870- 5470 (4)	4260- 9520 (4)	7740- 23040 (5)	15030- 46060 (5)	Office Subordinate or any other post in Last Grade Service ₹.13000-40270 (1)	Junior Assistant ₹.16400-49870 (7)
Mode of Appointment: By transfer from Last Grade Service						
Qualification: Tenth Class/ Class VIII for existing incumbents						

Recommendations:

Orders were issued in G.O. Ms. No.281, Panchayat Raj and Rural Development (Establishment V) Department dated 22.7.1997 re-designating the posts of Laboratory/Library Attenders as Laboratory/Library Assistants and bringing them on par with the Record Assistants for all purposes. Qualifications for these posts were enhanced to Tenth Class but for those who were already holding the posts on the date of the order the minimum qualification was relaxed to VIII Class. Accordingly, the Andhra Pradesh General Subordinate Service Rules were amended vide G.O. Ms. No. 32, General Administration (Services I) Department dated 23.01.1998.

Keeping the above position in view, the Commission recommends that the Laboratory Assistants and Library Assistants should be assigned the same pay scale as that of the Record Assistants in the 'Common Categories'.

(ii). GRAM PANCHAYATS

- | | |
|---|----------------------------------|
| 1. Panchayat Secretary Grade I | ₹. 28940-78910 (Grade 17) |
| 2. Panchayat Secretary Grade II | ₹. 21230-63010 (Grade 11) |
| 3. Panchayat Secretary Grade III | ₹. 18400-55410 (Grade 09) |
| 4. Panchayat Secretary Grade IV | ₹. 16400-49870 (Grade 07) |

Request: It is represented that the job chart of the Panchayat Secretary is so demanding that they start their work before the sun rise with supervision of sanitation work and end after sun set with putting on of street lights. He takes part in implementation of various welfare programmes launched by the State and Central Governments. He has to monitor development activities undertaken by the Gram Panchayat. He identifies beneficiaries for the Pension Schemes, Swatch Bharat Grameena Programme, Gruhakalapa Scheme etc. He assists in holding Grama Sabha for identification of beneficiaries, disbursement of loans and for recovery of dues. He heads the village bureaucracy, maintains records of tax collection, meetings, GP Assessment Registers etc. He coordinates with various agencies and liaises with all Governmental agencies. Further, he motivates people for development and welfare activities and makes arrangements for conduct of all kinds of elections. Thus, the Panchayat Secretaries play a vital role in the Local Bodies at the village level with multiple functions. Finally it is requested to assign pay scales higher by two grades than the present, as suggested by the Association and indicated below:

- Panchayat Secretary Grade I (Grade 19)
Panchayat Secretary Grade II (Grade 13)
Panchayat Secretary Grade III (Grade 11)
Panchayat Secretary Grade IV (Grade 09)

Panchayat Secretary Grade I

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2315-4880 (12)	4430-9300 (12)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Panchayat Secretary Grade-II ₹.21230-63010 (11)	Extension Officer (PR &RD) ₹. 29760-80930 (18)

Mode of Appointment: By promotion from the category of Panchayat Secretary Grade-II.

Panchayat Secretary Grade II						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	21230-63010 (11)	Sanitary Inspector Grade-I ₹.22460-66330 (12) Panchayat Secretary Grade III ₹18400-55410 (9) Junior Assistant/ Junior Assistant cum Bill Collector/ ₹.16400-49870 (7)	Panchayat Secretary Grade I Rs.28940-78910 (17)
Mode of Appointment: By promotion from the category of Panchayat Secretary Grade-III/by transfer of Junior Assistant of District Panchayat Office and Divisional Panchayat Office units/Junior Assistants, Junior Assistant-cum-Bill Collectors of Gram Panchayat and Sanitary Inspector Grade-I.						
Panchayat Secretary Grade III						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	8440-24950 (7)	18400-55410 (9)	Panchayat Secretary Grade-IV ₹.16400-49870 (7) Bill Collector ₹.15030-46060 (5)	Panchayat Secretary Grade-II ₹.21230-63010 (11)
Mode of Appointment: By promotion from the category of Panchayat Secretary Grade IV/ by transfer of Bill Collectors working in Gram Panchayats						

Panchayat Secretary Grade IV						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Designation (Same as at the top of the table)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (4)	2870-5470 (4)	4260-9520 (4)	7520-22430 (4)	16400-49870 (7)		Panchayat Secretary Grade III ₹.18400-55410 (9)
Mode of Appointment: By Direct Recruitment/ by appointment of persons belonging to other categories (excluding Junior Assistants/Junior Assistant-cum-Bill Collector, Sanitary Inspector Grade-I) working in Gram Panchayats whose services were regularized under G.O.Ms.No.212, Finance and Planning (FW PC.III) Department, dated: 22-4-1994).						
Qualification: By Direct Recruitment: Degree						

Recommendations:

The Panchayat Secretaries perform multifarious functions at the Gram Panchayat level including assessment of tax, revenue collection, conduct of Gram Sabhas for identification of deserving beneficiaries for various welfare schemes and other purposes, supervision of village sanitation, inspection of developmental works undertaken by the gram Panchayats, conduct of Panchayat meetings and recording implementation of Panchayat resolutions etc. These functionaries thus have multifarious duties. The qualification prescribed for the lowest level of Panchayat Secretary Grade-IV is a Graduate Degree. As has been shown above, the highest grade of Panchayat Secretary Grade-I gets carrier elevation as Extension Officer (PR & RD) (Pay Grade-18)

Keeping in view the above, the following pay scales are assigned to the various grades of Panchayat Secretaries :

- | | | |
|----|--------------------------------------|-----------------------------------|
| a. | Panchayat Secretary Grade I | ₹. 44570-127480 (Grade-17) |
| b. | Panchayat Secretary Grade II | ₹. 35570-109910 (Grade-13) |
| c. | Panchayat Secretary Grade III | ₹. 32670-101970 (Grade-11) |
| d. | Panchayat Secretary Grade IV | ₹. 28280-89720 (Grade-9) |
- (b, c, d enhanced by two grades each)**

5. **Sanitary Inspector Grade-I** ₹. 22460-66330 (Grade 12)

6. **Sanitary Inspector Grade-II** ₹. 17890-53950 (Grade 08)

Request: It is stated that the job of Sanitary Inspectors working in Gram Panchayats is very risky and needs a lot of skill. The existing pay scale is not at all commensurate and hence it is requested to improve the pay scale by two grades in each case.

Sanitary Inspector Grade I

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	10020-29200 (10)	22460-66330 (12)	Sanitary Inspector Grade II ₹.17890-53950 (08)	Panchayat Secretary Gr-II ₹.21230-63010 (11)

Mode of Appointment: By promotion from the category of Sanitary Inspector Grade II or by Direct Recruitment if no suitable person is available for promotion.

Qualifications: Direct Recruitment -Intermediate and Sanitary Inspector Certificate issued by the Medical & Health Department or its equivalent qualification; By promotion-Sanitary Inspector Certificate issued by the Medical & Health Department or its equivalent qualification

Sanitary Inspector Grade II

1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	Health Assistants (Death and Birth Registrar-cum Vaccinator) ₹.17890-53950 (08) Sanitary Maistry ₹.13000-40270 (01)	Sanitary Inspector Grade I ₹.22460-66330 (12)
-------------------	-------------------	--------------------	--------------------	---------------------	--	---

Mode of Recruitment: (i) By transfer of Health Assistants in Mandal Parishads and Zilla Parishads (ii) by transfer of Health Assistant and Birth and Death Registrar cum vaccinator (iii) by transfer of Sanitary Maistry and(iv) by Direct Recruitment

Qualifications: Direct Recruitment: Intermediate and Sanitary Inspector Training Certificate issued by Medical and Health Department or its equivalent
Promotion: Sanitary Inspector Training Certificate issued by Medical and Health Department or its equivalent

Recommendations:

Keeping in view the qualifications and duties and responsibilities, the Commission feels that the existing pay scales are adequate. Hence the corresponding pay scales of ₹.34580-107210 (Grade-12) and ₹.27500-87480 (Grade-8) are assigned to Sanitary Inspectors Grade-I & Grade-II respectively.

7. Junior Assistant-cum-Bill Collector ₹. 16400-49870 (Grade 07)
 8. Junior Assistant ₹. 16400-49870 (Grade 07)

Request: It is represented that these posts are filled by promotion from the category of Record Assistants and other equivalent categories of A.P. General Subordinate Service. The posts are under the 'Common Categories'. It is requested to improve the pay scale by two grades above the existing scales as their duties and responsibilities are arduous and as they face much pressure while discharging their duties.

Recommendations:

The pay scales of Junior Assistants and equivalent categories are discussed separately under the 'Common Categories' and the recommendations thereunder shall apply here also.

9. Bill Collector ₹. 15030-46060 (Grade 05)

Request: It is stated that the Bill Collectors were initially appointed as a NMR Bill Collectors in Gram Panchayats. Later a decision was taken by the Government to regularize the services of all Bill Collectors. However, services of only a few Bill Collectors were regularized. While regularizing the services of the rest of the Bill Collectors, it is requested to allow the benefits accruing on account of regularization of services and also allow pension on par with regular Government employees as they were appointed prior to the introduction of CPS Scheme. Further, it is requested to improve the pay scale by two stages.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1595-3020 (05)	2990-5810 (05)	4370-9775 (05)	7740-23040 (05)	15030-46060 (05)	Office Subordinate ₹.13000-40270 (01)	Junior Assistant ₹.16400-49870 (07)

Mode of Recruitment: By transfer from the category of Office Subordinate/Direct Recruitment, if no suitable candidate is available for appointment by transfer

Qualifications: By transfer/Direct Recruitment: Pass in 10th Class or equivalent

Recommendations:

The issues of regularization of services of daily wage workers and conferring on them other benefits have been discussed separately in Voume-1 of our report. Coming to the request for enhancement of remuneration, in terms of qualification and pay scales assigned to the feeder and promotion categories the post is comparable with that of Record Assistant in ‘Common Categories’. At present there is parity between these two categories and there is no ostensible reason to disturb the same. As such the Commission assigns the corresponding scale of ₹.23120-74770 (Grade-5) to this category.

10. Electrician Grade II **₹. 17890-53950 (Grade-8) (P)**
 ₹. 13780-42490 (Grade-3) (FE)

Request: It is represented that the duties of Electrician Grade II working in Gram Panchayats are very risky and needs much skill. The existing scale is not reasonable. Hence it is requested to enhance the pay scale.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)		
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7100-21250 (03)	13780-42490 (03)		
Mode of Appointment: By Direct Recruitment						
Qualifications: (1) Pass in 10 th Class or equivalent (2) ITI certificate						

Recommendations:

The Pay Revision Commission 1986 introduced what it called ‘New Common Categories’ and brought the post of Electrician Grade-II under it. It recommended that the employees who occupied this post in Departments, in which the relevant Service Rules prescribed the minimum qualification as ITI Certification, would be entitled for the then pay scale of ₹.1010-1800 (Grade-8) and others who were unqualified would get a scale of ₹.740-1150 (Grade-1). The Pay Revision Commission, 1993 assigned a pay scale of ₹.1875-3750 (Grade-8) and ₹.1475-2675 (Grade-3) to the above two categories of employees. However, it was mentioned in their report that the higher pay scale would be personal to the existing incumbents and the lower scale would be applicable to the future entrants. The subsequent Pay Revision Commissions maintained this distinction and awarded corresponding pay scales.

This Commission is of the view that the distinction made by the 1986 PRC on the ground of qualification was materially altered by the subsequent PRCs. The 1993 RPS onwards a distinction is being made between the pay scales of existing and future employees occupying this post without reference to their qualifications. This has resulted in complete distortion of the original intention of the 1986 PRC..

Keeping this in view this Commission assigns the following pay scales to this category:

Electrician (Grade-II) ₹. 27500-87480 (Grade-8) (ITI Qualified)
₹. 21200-65360 (Grade-3) (Unqualified)

11. Record Assistant ₹. 14600-44870 (Grade 04)

Request: It is represented that the Record Assistant working in Gram Panchyats discharges the duties equivalent to that of Junior Assistant. It is requested to recommend to the Government to upgrade the post of Record Assistant to that of Junior Assistant and assign the pay scale applicable to the Junior Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1535-2840 (04)	2870-5470 (04)	4260-9520 (04)	7520-22430 (04)	14600-44870 (04)	Office Subordinate or any other post under AP Last Grade Service ₹. 13000-40270 (01)	Junior Assistant ₹.16400-49870 (07)
Compared Post:Record Assistant in 'Common Categories'						
1535-2840 (04)	2870-5470 (04)	4260-9520 (04)	7740-23040 (05)	15030-46060 (05)	Office Subordinate or any other post under AP Last Grade Service ₹. 13000-40270 (01)	Junior Assistant ₹.16400-49870 (07)
Mode of Appointment: By transfer of a person from the Andhra Pradesh Last Grade Service/Roneo Operator/Xerox Operator.						
Qualifications: Tenth Class						

Recommendations:

The post of Record Assistant does not compare with that of Junior Assistant as the qualifications and duties and responsibilities of the latter are much higher. It is noticed that the Record Assistants in Gram Panchayats used to carry the same scale of pay as the Record Assistants under 'Common Categories' till the 2005 Pay Revision. In the 2010 Revised Pay Scales, the pay scale of Record Assistant under 'Common Categories' was enhanced by one grade but this was not extended to the Record Assistants of the Panchayat Raj institutions. In the 10th Pay Revision, the Record Assistant under 'Common Categories' as well the Record Assistant in P.R. bodies were assigned corresponding scales and thus the gap in pay scales continued.

Considering the above, the Commission recommends that the anomaly should be resolved and this category shall carry the same pay scale/grade as applicable to this category under 'Common Categories'.

12. Sanitary Maistry ₹. 13000-40270 (Grade 01)

Request: It is represented that it is a highly skilled post. The scale of this category needs to be improved by two stages above the existing scale						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1375- 2375 (01)	2550- 4550 (01)	3850- 8600 (01)	6700- 20110 (01)	13000- 40270 (01)		Sanitary Inspector Grade II
Mode of Appointment: Direct Recruitment						
Qualification: 10 th Class with Sanitary Inspector Training Certificate issued by Medical and Health Department or equivalent.						

Recommendations:

Keeping in view the qualifications and the duties and responsibilities attached to the post, the following pay scales are assigned to this category:

Sanitary Maistry **₹. 22460-72810 (Grade-4) (Qualified)**
₹. 20000-61960 (Grade-1) (Unqualified)

23. PLANNING DEPARTMENT

23.(a). DIRECTORATE OF ECONOMICS AND STATISTICS

The Bureau of Economics and Statistics, Andhra Pradesh was constituted in 1956 amalgamating the Statistical Branch of Board of Revenue of the erstwhile Andhra State and the Bureau of Economics and Statistics of the erstwhile Hyderabad State. The Bureau of Economics and Statistics was later re-designated as the Directorate of Economics and Statistics. Its main functions are:

- Collection, classification, analysis, tabulation and presentation of data on various socio-economic parameters of the State in a systematic manner and disseminating the information through periodic publications and to draw inferences for planning and policy purposes to the extent required.
- Conduct of sample surveys, census and other adhoc field enquiries etc. on various socio economic activities.
- Coordinating the statistical activities of various departments of the State Government and rendering technical guidance.
- Administrative evaluation of execution of plan works in Grampachnyats/ Mandals/ Districts.

The Department operates from a 3-tier structure namely the Head Office, District Offices and Mandal Offices. At Mandal level an Assistant Statistical Officer helps the Mandal Revenue Officer to compile the necessary data. The Directorate is headed by a Director and supported by Joint Directors, Deputy Directors, Assistant Directors, Statistical Officers, Deputy Statistical Officers, Assistant Statistical Officers and the ministerial staff.

The Andhra Pradesh Economic and Statistical Service Rules issued vide G.O. Ms. No.68, Finance and Planning (PW Esst) Department dated 30th December, 1991 and the Andhra Pradesh Economic and Statistical Subordinate Service Rules issued vide G.O. Ms. No.42, Finance and Planning (PW Esst) Department dated 11th June, 1991 govern various cadres in the department.

1. Director ₹. 80930-110850 (Grade 31)

Request: It is stated that there are three posts of Director. Of these, one is Director of Economics and Statistics, Head of the department, who is the nodal officer for State Statistics and is identified as the State Statistical Authority. He is responsible for the estimation of Gross State Domestic Product (GSDP), Census of Land Holdings, Minor Irrigation Census, Economic Census, Agriculture Census, Industrial Statistics, National Sample Survey etc. The remaining two are Director, Planning and Director, MR working under the Special Chief Secretary/Principal Secretary/ Secretary to Government, Planning Department, which co-ordinates with all the Departments of Secretariat and Heads of

Departments for preparation of Outcome Budget, MPLADS, SDF, Flagship Programmes, Twenty Point Programme, SC Sub Plan, TSP, various surveys like Socio Economic Survey, evaluation studies, monitoring the performance of departments through Key Performance Indicators, Real Time Outcome Monitoring System (ROMS), Samajavikasam, Kutumbavikasam etc. To accomplish the tasks assigned, all the Directors have to co-ordinate and interact with Principal Secretaries/Secretaries to Govt./Commissioners/ Heads of Departments. The Directors are discharging duties which are important next only to the Secretary to Government and are equivalent to the Additional Secretary to Government and they report to the Principal Secretary to Government/Secretary to Government similar to the Additional Secretary to Government. Hence it is requested to assign a pay scale on par with that of the Additional Secretary to Government.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Director						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Joint Director ₹.52590-103290 (26)	
Compared Post: Additional Secretary to Government						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Joint Secretary to Government ₹.73270-108330 (30)	
Mode of Appointment: By transfer from the category of Joint Director						

Recommendations:

The functions of the Director, Economics and Statistics are different from those of the Additional Secretary to Government. The Additional Secretary is a circulating officer to the Cabinet Minister and contributes substantially to policy formulation at the top echelon of administration. He represents the Government at various levels in the absence of the Secretary. Hence these categories are not comparable. It is also pertinent to note that the category of Director is the next promotion post to the category of Joint Director in the hierarchy of Economics and Statistical Service officers, there being no position of Additional Director, which is unlike the position obtaining in most other Government Departments. Historically speaking, there has always been a gap in the pay scales of the two compared posts. While in the 1993, 1999 and 2005 RPS there was a difference of three pay grades between the two categories, by the 2015 RPS the gap has narrowed down to one pay grade. It is also seen that except for the Engineering, Town Planning and Health

Departments no other Head of Department has been assigned the highest pay grade of 32. Keeping the above aspects in view, this Commission is of the view that the present pay scale is adequate and accordingly decides to fix the corresponding scale of ₹.124380-179000 (Grade-31) for the post of Director, Economics and Statistics.

2. Joint Director ₹. 52590-103290 (Grade 26)
3. Deputy Director ₹. 46060-98440 (Grade 24)
4. Assistant Director ₹. 37100-91450 (Grade 21)
5. Statistical Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that with the advent of decentralised planning, the officers of the department have to coordinate with their counterparts in other departments for implementation of various developmental and welfare schemes such as MP Lads, Assembly Constituency Development Programme (ACDP), Janmaboomi-Maa Vooru, Gramadarsini – Gramavikasam, perception survey etc. They supervise the Crop Cutting Experiments in general and under Pradhan Mantri Fasal Bhima Yojana (PMFBY) in particular. It is requested to assign pay scales from Joint Director to Assistant Director on par with similar cadres in Agriculture/Animal Husbandry Department (as mentioned below) and to assign the pay scale of ₹.37100-91450 (Grade 21) to the Statistical Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Joint Director of Economics & Statistics						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Director ₹.80930-110850 (31)
Compared Post:Joint Director of Agriculture						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Mode of Appointment: By promotion from the feeder category of Deputy Director.						

Deputy Director of Economics & Statistics						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹.52590-103290 (26)
Compared Post: Deputy Director of Agriculture						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56870-105810 (27)
Mode of Appointment: By promotion from the feeder category of Assistant Director.						
Assistant Director of Economics & Statistics						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Statistical Officer ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)
Compared Post: Assistant Director of Statistics, Animal Husbandry Department.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Veterinary Assistant Surgeon ₹. 35120-87130 (20)	Deputy Director (Statistics) ₹.49870-100770 (25)
Mode of Appointment: By Direct recruitment and by promotion from the category of Statistical Officer.						
Qualification: Direct Recruitment - Post Graduation in Mathematics, Pure Mathematics, Statistics, Economics with Statistics, Pure Economics, Applied Economics, Applied Statistics, Applied Mathematics, Econometrics or Computer Science.						

Statistical Officer of Economics & Statistics Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Deputy Statistical Officer/ Superintendents ₹.28940-78910 (17)	Assistant Director ₹.37100-91450 (21)
No corresponding cadre in Animal Husbandry Department						
Mode of Appointment: By transfer from the category of Deputy Statistical Officer /Superintendents.						
Qualification: Degree in one of the subjects of Mathematics / Statistics / Economic/ Pure Economics/ Applied Statistics and must have passed Account Test for Executive Officers.						

Recommendations:

Comparison of the Joint Director/ Deputy Director of Economics and Statistics with the Joint/Deputy Director of Agriculture is not apt since the latter have technical qualifications [B.Sc. (Agri) /M.Sc (Agri)]. It is also seen that the Deputy Director of Statistics (Agriculture) has been assigned a pay grade of 24 which is the same as that assigned to the Deputy Director, Economics and Statistics. Similarly comparison of the post of Assistant Director (Eco & Stat) with the Assistant Director (Statistics) of the Animal Husbandry Department is not tenable since the latter is from a technical background with a basic degree in B.V.Sc. apart from having qualification/ experience in statistical field. The Commission feels, after considering the qualifications prescribed and scope of responsibilities attached, that the existing pay grades for the posts of Joint Director, Deputy Director and Assistant Director of Economics and Statistics (Grades 26, 24 and 21) are adequate and do not require any revision. Similarly considering the qualification prescribed and the pay grades assigned to the feeder and promotion categories for the post of Statistical Officer there is no justification for awarding a higher pay grade to it. Accordingly status quo in terms of pay grade (Grade-19) shall continue in respect of the post of Statistical Officer also. Accordingly the following corresponding pay scales are assigned:

Joint Director	₹. 80910-166680 (Grade 26)
Deputy Director	₹. 70850-158880 (Grade 24)
Assistant Director	₹. 57100-147760 (Grade 21)
Statistical Officer	₹. 48440-137220 (Grade 19)

6. **Deputy Statistical Officer** ₹. 28940-78910 (Grade 17)

7. **Assistant Statistical Officer** ₹. 24440-71510 (Grade 14)

Request: It is represented that the Deputy Statistical Officer is a key functionary monitoring all statistical matters furnished by the Assistant Statistical Officers through the concerned Tahsildars. He/ she co-ordinates with other line departments like Agriculture, Horticulture etc for obtaining Crop Cutting Forms within the stipulated time and with departments like Irrigation (Water Works), Industries, Fisheries, Animal Husbandry, Welfare Departments etc. on implementation of various welfare and developmental programmes. The Deputy Statistical Officer monitors all census and adhoc surveys like Economic Census, Employment Survey, Socio Economic Survey etc. The role of Deputy Statistical Officer has attained greater significance with the implementation of Pradhan Manthri Fasal Bima Yojana (PMFBY).

The Assistant Statistical Officer is stationed in Mandals, District offices and the Directorate. He is the basic functionary of all statistical work. He is responsible for submission of rainfall data online. He guides the Agriculture Extension Officer Grade I during crop cutting experiments in general and in implementation of Prime Minister Fasal Bima Yojana (PMFBY) in particular, throughout the year. The jurisdiction of the Agriculture Extension Officer Gr I is one village whereas the jurisdiction of Assistant Statistical Officer is a Mandal.

They have requested to assign pay scales on par with that of the Horticulture Officer i.e. ₹35120 -87130 to the post of Deputy Statistical Officer and the pay scale of ₹.29760 - 80930 to the Assistant Statistical Officer i.e. on par with the Agricultural Extension Officer Gr I.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Deputy Statistical Officer of Economics & Statistics Department.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer ₹. 24440-71510 (14)	Statistical Officer ₹.31460-84970 (19)

Compared Post: Horticulture Officer

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Supervisor Grade-I ₹. 28940-78910 (17) Sub Assistant Grade-I Sub Assistant Grade-II ₹.16400-49870 (07)	Assistant Director ₹. 40270-93780 (22)
-------------------	--------------------	--------------------	---------------------	---------------------	--	--

					Subject to possession of Degree in Horticulture or M.Sc. (Agl) with specialization in Horticulture	
Mode of Appointment: By promotion from the feeder category of Assistant Statistical Officer.						
Qualification: Degree in one of the subjects of Economics, Mathematics, Statistics, Commerce Applied Statistics, Applied Maths or Computer Science.						
Assistant Statistical Officer of Economics & Statistics Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Initial Recruitment	Deputy Statistical Officer 28940-78910 (17)
Compared Post: Agriculture Extension Officer Grade-I.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	15280-40510 (18)	29760-80930 (18)	Agriculture Extension Officer Grade-II ₹.22460-66330 (12)	Agriculture Officer ₹35120-87130 (20)
Mode of Appointment: Direct Recruitment						
Qualification: Bachelor's Degree with Statistics as one of the main subjects or Bachelor's Degree with Mathematics or Economics or Computer Science (with Statistics as a paper in one year or two years or all three years as the case may be) as one of the main subject.						

Recommendations:

The posts of Deputy Statistical Officer is not comparable with that of Horticulture Officer. Similarly, the Assistant Statistical Officer is not comparable with the Agricultural Extension Officer Grade I. The duties of these posts and the qualifications prescribed are entirely different. Moreover, the officers of Horticulture/ Agriculture Departments have technical qualifications. Conducting crop cutting experiment is just one of the items in the job chart attached to the post of Agriculture Extension Officer Grade I. Further the post of Agriculture Extension Officer (Gr-I) is the topmost position in the hierarchy of Agriculture Subordinate Service for which the corresponding post in the Economic and Statistical Service is the Deputy Statistical Officer, the post of Assistant Statistical Officer being the second level post from the top.

Keeping in view the above position and the qualifications and nature of duties attached to the posts, the following pay scales are assigned to them:

Deputy Statistical Officer (benefit of one grade)	₹. 45830-130580 (Grade 18)
Assistant Statistical Officer (benefit of one grade)	₹. 38720-118390 (Grade 15)

24. REVENUE DEPARTMENT

24.(a). CHIEF COMMISSIONER OF LAND ADMINISTRATION

The Chief Commissioner of Land Administration (CCLA) is the chief controlling authority for the revenue administration consisting of Revenue, Survey, Settlement & Land Records and Urban Land Ceiling Departments. He exercises statutory functions and general superintendence over all his subordinates. In the case of Survey, Settlement & Land Records and Urban Land Ceiling Departments he has a supervisory and statutory role. The Secretary to CCLA, Joint Secretary to CCLA, Project Director (CMRO), Project Special Commissioner, Joint Commissioner KRC, Joint Secretary Vigilance, Assistant Secretaries in the Cadre of Special Grade Deputy Collectors/ Deputy Collectors with supporting staff assist the CCLA at the Commissionerate.

At the District level the Land Revenue Administration is handled by the District Collector, Joint Collector and Special Grade Deputy Collectors. The Deputy Collectors, Tahsildars, Deputy Tahsildars, Revenue Inspectors, Village Revenue Officers and Village Assistants handle the land administration and other assigned functions at the sub-district levels right down to the village level.

The key functions of the Revenue Department are –

- Maintaining and updating Land Records
- Acquisition of lands for public purposes
- Assignment/Alienation of Government Lands to various institutions/ organizations/ Individuals
- Transfer of Government lands between departments
- Conservation of Government lands and trees
- Relief operations and rehabilitation in case of natural calamities and disasters
- Issue of licenses and regulation of arms license, explosive licence etc.
- Agriculture land ceiling matters
- Issue of Caste/Community/Possession certificates
- Determination of beneficiaries and disbursement of freedom fighters' pension
- Identification of beneficiaries and allotment of plots under various housing schemes
- Collection of Water Cess
- Effecting Revenue Recovery
- Managing the public distribution of essential items through ration cards

Representations received from the departmental employees are discussed below:

**1. Joint Collector – II
(Former Additional Joint Collector) ₹. 52590-103290 (Grade 26)**

Joint Collector – II						
<p>Request: It is represented that the Tenth Pay Revision Commission observed that '<i>since there is no separate service rules for the newly created post of Additional Joint Collector (Non Cadre), the Commission is unable to provide a separate scale of pay to this category, though this category may be performing duties involving higher responsibility. The commission assigns to this category a pay scale of ₹.52590-103290 corresponding to ₹.27000-51760 which is the pay scale of Special Grade Collectors.</i>' Based on the above observations, a representation was made to amend Rule (3) of AP Civil Service (Ex. Br) Rules and the proposals are under active consideration of the Government. It has been requested to assign the scale of Additional Secretary subject to the condition of amendment of Rules.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		14600-29250 (25)	27000-51760 (26)	52590-103290 (26)		
Compared Post: Additional Secretary to Government						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Joint Secretary to Government ₹.73270-108330 (30)	
<p>Mode of Appointment: Service Rules have not yet been framed. The Special Grade Deputy Collectors are being posted as Additional Joint Collector/Joint Collector II.</p>						

Recommendations:

It is observed that in G.O.Ms. No.282, Finance (SMPC) Department dated 19.11.2009 Government have accorded sanction for creation of posts of Additional Joint Collectors (Non-Cadre) in each District in the pay scale of 14600-29250 (Grade 25 in the 2005 RPS). In G.O. Ms.No.31 Revenue (SER-I) Department dated 11.01.2010 Government have issued orders assigning certain subjects of work to the Additional Joint Collector. Again, in G.O. Ms. No. 175, Revenue (SER-I) Department dated 18-05-2015 orders were issued redesignating the Additional Joint Collector as Joint Collector-II and entrusting 'Primary Sector including Micro Irrigation' subjects to his/ her charge. All these years the Additional Joint Collectors/ Joint Collectors-II have been drawing pay in the scale of pay

assigned to the category of Special Grade Deputy Collector. It is felt that comparison of this post with the post of Additional Secretary to Government is not apt as they perform functions of different nature. **The Commission understands that Service Rules have not yet been framed for the post of Joint Collector-II. In the absence of Service Rules, the post of Joint Collector-II cannot be termed as a promotion post to the post of Special Grade Deputy Collector. As such the Commission recommends status quo in respect of pay grade assigned to this post at present i.e. pay grade 26 (on par with that of the Special Grade Deputy Collector) with associated corresponding pay scale of ₹.80910-166680 (Grade-26)**

2. **Special Grade Deputy Collector/
District Revenue Officer** ₹. 52590-103290 (Grade 26)
3. **Deputy Collector/
Revenue Divisional Officer** ₹. 40270-93780 (Grade 22)

Request: It is represented that the Deputy Collectors, who are posted as Revenue Divisional Officers, are designated as Sub Divisional Magistrates and Special Grade Deputy Collectors, who are posted as District Revenue Officers, are designated as Additional District Magistrates. They assist the District Magistrates in maintaining Law and Order in the District. The functions of the Special Grade Deputy Collectors and Deputy Collectors include matters relating to land administration, issue of licenses under the Petroleum Products Act, Renewal of B Form licenses to Cinema Halls, issue of pawn broker license, arm license, issue of temporary license under the Explosives Act, protocol duty on important occasions and during the visits of VIPs/VVIPs, safety of public during fairs and festivals, collection of dues of various departments under the Revenue Recovery Act etc. In times of occurrence of natural calamities the Revenue Department stands at the fore front to extend relief and rehabilitation. It is requested to assign pay scales on par with that of the Joint Secretary to Government and Deputy Secretary to Government to the Special Grade Deputy Collectors and Deputy Collectors respectively.

Special Grade Deputy Collector/District Revenue Officer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Collector ₹. 40270-93780 22)	

Compared Post: Joint Secretary to Government						
7070-10100 (30)	13450-19150 (30)	21550-30765 (30)	37600-54360 (30)	73270-108330 (30)	Deputy Secretary to Government ₹.56870-105810 (27)	₹.87130-110850 (32)
Mode of Appointment: By promotion from the category of Deputy Collector						
Revenue Divisional Officer/Deputy Collector						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Tahsildar/ Superintendent Grade I ₹.35120-87130 (20) Section Officer ₹.37100-91450 (21)	Special Grade Deputy Collector ₹.52590-103290 (26)
Compared Post: Deputy Secretary to Government						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Assistant Secretary to Government ₹.46060-98440 (24)	Joint Secretary to Government ₹.73270-108330 (30)
Mode of Recruitment: By Direct Recruitment (Group-I exam. Of APPSC)/ by promotion from the category of Tahsildar /transfer of Superintendent Grade I/ transfer of Section Officer of AP Secretariat Service other than Law and Finance						
Qualifications: By Direct Recruitment – A Degree						

Recommendations:

Comparison of the post of Special Grade Deputy Collector with the post of Joint Secretary to Government and similarly the post of Deputy Collector with that of the Deputy Secretary to Government are not apt. Their functions and ambit of operation are entirely different. It is noticed that the post of Deputy Collector has been assigned pay grade-22, which is the highest among the APPSC Group-I recruits along with the post of Deputy Superintendent of Police and Assistant Commissioner of State Tax. Keeping in view the nature of duties and responsibilities and position in the departmental hierarchy, it is felt that the existing pay scales are adequate. Hence, the corresponding pay scales of ₹.80910-166680 (Grade-26) and ₹.61960-151370 (Grade-22) are assigned to the Special Grade Deputy Collector and Deputy Collector respectively.

**4. Tahsildar/
Superintendent Grade I**

₹. 35120-87130 (Grade 20)

Request: It is represented that the Tahsildar has more onerous duties than any other officer working at the Mandal level. He exercises the powers of an Executive Magistrate and discharges quasi-judicial functions as well as revenue functions. During elections he acts as Assistant Electoral Registration officer and Assistant Returning officer. He represents the State Governments at the Mandal Level. It is requested to assign the scale of Junior Civil Judge (Pay Grade-23).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar/ Superintendent ₹. 28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Mode of Appointment : By promotion from the category of Deputy Tahsildar or by deputation of Superintendents						

Recommendations:

There is very little similarity in the functioning of the Tahsiladar and the Junior Civil Judge. Moreover the pay scale and conditions of service of the Civil Judge are not within the purview of the State Government. Considering the duties and responsibilities and the position in the vertical hierarchy of Land Revenue Department, the Commission is of the view that the existing pay scale for the post of Tahsildar is adequate and hence it is assigned the corresponding pay scale of ₹.54060-140540 (Grade-20).

5. Deputy Tahsildar

₹. 28940-78910 (Grade 17)

Request: It is represented that the Deputy Tahsildar implements and interprets various Acts and codes. The post was conferred Gazetted status vide G.O. Ms. No. 98 Revenue (Services II) Department dated 19.2.2014. He exercises general control and supervision over the Mandal Revenue Inspectors, Village Revenue Officers and Village Assistants and other subordinate special staff working at the Mandal level. While upgrading the posts of Head Assistant in the Tehsil Office as Deputy Tahsildar, the items relating to Public Distribution system and Survey have been entrusted to the Deputy Tahsildar. He acts as the Superintendent in the Tahsil Office and supervises the work of Ministerial staff. The post is filled up by direct recruitment through Group II examination of APPSC along with the Municipal Commissioner Grade III,

Extension Officer Grade II (PR&RD) and Assistant Registrar of Co-operative Societies which are in the pay scale of ₹.29760-80930 (Pay Grade-18). It is requested to assign a higher pay scale corresponding to ₹.29760-80930 (Grade-18).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Tahsildar ₹ 5120-87130 (20)
Compared Post: Municipal Commissioner Grade III						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Managers/ Sanitary Supervisors/ Revenue Officers ₹.24440-71510 (14)	Municipal Commissioner Grade II ₹. 35120-87130 (20)
Compared Post: Extension Officer PR&RD						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I. ₹.28940-78910 (17)	Mandal Parishad Development Officer ₹. 35120-87130 (20) Divisional Panchayat Officer ₹. 35120-87130 (20)
Compared Post: Assistant Registrar Co-operative Societies						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Senior Inspector ₹.26600-77030 (16)	Deputy Registrar ₹.37100-91450 (21)
Mode of Appointment - By direct recruitment/ transfer from the category of Senior Assistant						
Qualification: By Direct recruitment – A Degree; By transfer- Pass in (i) Revenue Test- Parts-I, II and III (ii) Civil Judicial test- Part-II (iii) Criminal Judicial Test (iv) Indian Evidence Act (v) Accounts Test for Sub-ordinate Officers Part-I						

Recommendations:

This post is of crucial importance at the Mandal level and has been assigned several onerous responsibilities in the Mandal Revenue Office as well as in the field. One of the modes of appointment is by direct recruitment through the Group-II examination conducted by the APPSC and thus this post provides young and fresh blood to the Revenue set up which is of crucial importance in the administration at the District level. It is true that the posts cited in the representation, and filled up by the same Group-II examination of APPSC, are carrying pay scale higher than that of the Deputy Tahsildar. In terms of the Revenue Sub-ordinate Service Rules, the Service shall consist of the category of Deputy Tahsildars including Huzur Head Clerks, Magisterial Head Clerks in the Collectrates, Special Deputy Tahsildars on settlement duty, Naib Tahsildars, Superintendents in the offices of the Collectors and Revenue Divisional Offices in the rank of Deputy Tahsildars and Special Deputy Tahsildars on other special duties. This post has always been assigned the same pay grade as that of Superintendents in the 'Common Category'.

Keeping in view the above mentioned aspects, the interchangeability and equivalence of various posts mentioned above and multifarious duties and responsibilities attached to the post of Deputy Tahsildar, the Commission assigns the improved pay scale of ₹.45830-130580 (Grade-18) to this and other equivalent categories mentioned above.

6. **Senior Assistant/ Senior Steno/
Revenue Inspector** ₹. 22460-66330 (Grade 12)
7. **Junior Assistant/ Typist/
Junior Steno/ Telephone Operator** ₹. 16400-49870 (Grade 07)

Senior Assistant/Senior Stenographer/Revenue Inspector

<p>Request: It is represented that these employees work from dawn to dusk and they are subject to considerable stress and strain. Their role assumes considerable importance in emergencies like natural calamities, disaster management, General Elections, conduct of elections to Water Users Associations, law and order issues, and in settlement of land disputes, preparation of various reports under the Land Acquisition Act etc. Their duties are different from those of similar categories in other departments. As Revenue Inspector, the Senior Assistant performs executive duties touring all the villages under his jurisdiction supervising Village Revenue Officers and Village Revenue Assistants. It is requested to assign corresponding scale of ₹.26600-77030 (Grade-16) on par with Senior Inspectors in Co-operation department.</p>
--

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant Junior Stenographer ₹. 16400-49870 (7)	Deputy Tahsildar/ Superintendent ₹.28940-78910 (17)
Compared Post: Senior Inspector in Co-operation Department						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Junior Inspector ₹. 22460- 66330 (12)	Asst. Registrar ₹.29760-80930 (18)
Mode of Appointment						
Senior Assistant - by promotion from the category of Junior Assistant /Typist.						
Senior Stenographer - by direct recruitment/by promotion from the category of Junior Stenographer						
Qualification: Senior Stenographer - By Direct Recruitment - Graduation with a pass in Government Technical Examination in short hand and typewriting by higher grade in concerned language.						
Junior Assistant/Junior Stenographer/Telephone Operator						
Request: It is stated that in the last pay revision the Village Revenue Officer was equated with the Junior assistant though the post of Village Revenue Officer is equivalent to that of the Record Assistant. Moreover, the qualification for the post of Junior Assistant is a pass in Degree whereas the qualification for the post of Village Revenue Officer is a pass in SSC with ITI qualification. The Village Revenue Officer is a village level functionary whereas the Junior Assistant in Revenue Department is at the Mandal/District level. Hence it is requested to rectify the anomaly by assigning a higher pay scale to post of Junior Assistant in Revenue Department. Further they have requested to delete the category of Junior Assistant from 'Common Categories' as the nature of job of the Junior Assistant in Revenue Department is different and they are having greater responsibilities.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	8440-24950 (7)	16400-49870 (7)	Record Assistant	Senior Assistant ₹.22460-66330 (11)

Mode of Appointment - By direct recruitment and by transfer of Record Assistants and other equivalent categories in the Andhra Pradesh General Subordinate Service.

Qualification: Junior Assistant- Direct Recruitment – A Degree;

Typist- Direct Recruitment – A Degree and a pass in Government Technical Examination in Typewriting by the Higher Grade in Telugu;

Junior Stenographer- Direct Recruitment - A Degree and a pass in Government Technical examination in typewriting and short hand by higher grade in the relevant language.

Recommendations:

These posts are governed by the Andhra Pradesh Ministerial Service Rules. Hence the recommendations of the Commission for the equivalent 'Common Category' posts will apply equally to these posts also.

8. Village Revenue Officer

₹. 16400-49870 (Grade 07)

Request: It is represented that the qualifications for the post of Village Revenue Officer have been enhanced vide G.O. Ms. No. 482 dated 30.10.2017 prescribing 10th Class with two years Draughtsman Civil Course and pass in computer course examination conducted by the APPSC/DSC. The jurisdiction of the Village Revenue Officer is a Revenue cluster (Group of Revenue villages/Revenue Wards). It is stated that the job chart comprises of 54 items which include policing duties (7 subjects) , community development and social welfare functions (16 subjects) and other miscellaneous functions as ordered by the higher officers/Government from time to time. Many posts in other departments like that of Agriculture Extension Officer Grade II with Tenth Class pass qualification and two years Agriculture Diploma Course, Technical Assistant in Irrigation Department with Tenth Class pass and two Years ITI Certificate Course are getting the pay scale of ₹. 22460-66330. The pay scale of Grade I Panchayat Secretary is ₹. 28940-78910 which is equivalent to the pay scale applicable to Deputy Tahsildars. The qualification for this post till recent past was Intermediate and now enhanced. They have also compared the post of Police Constable, whose qualification is Intermediate and he is carrying a pay scale of ₹.16400-49870. Even the pay scale of the Secondary Grade Teacher is ₹. 21230-63010. It is lamented that the pay scale of Village Revenue Officers was never beyond the pay scale of the Junior Assistant right since the abolition of the Village Officers system in 1985. It is further stated that there are no promotional avenues and so the Village Officers are retiring in that category. In Kerala, the posts of Village Officers have been upgraded to that of Deputy Tahsildars. It is requested to assign the pay scale of Deputy Tahsildar or a pay scale in between the pay scales of Senior Assistant and Deputy Tahsildar.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Village Revenue Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
---	---	4260-9520 (4)	7520-22430 (4)	16400-49870 (7)		
Compared Post: Agriculture Extension Officers Grade II						
1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	11530-33200 (12)	22460-66330 (12)	Agriculture Extension Officer Grade III ₹. 13780-42490 (3)	Agriculture Extension Officer Grade I ₹.29760-80930 (18)
Compared Post: Technical Assistant						
1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	8440-24950 (7)	17890-53950 (8)	Printing Technician ₹.14600-44870 (4)	Junior Technical Officer ₹.22460-66330 (12)
Compared Post: Police Constable						
1595-3020 (5)	2990-5810 (5)	4825-10845 (7)	8440-24950 (7)	16400-49870 (7)		Head Constable ₹.21230-63010 (11)
Compared Post: Secondary Grade Teacher						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	10900-31530 (11)	21230-63010 (11)		School Assistant ₹.28940-78910 (17)
Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Junior Stenographer ₹.16400-49870 (7)	Deputy Tahsildar ₹.28940-78910 (17)
Mode of Appointment: Direct recruitment /Village Administrative Officers/Part Time Assistants/Village Assistants with five years of service with requisite qualifications.						
Qualification: (a) Secondary School Certificate Examination or its equivalent						

(b) Must have obtained National Council of Vocational Training Certificate in Draughtsman (Civil) Trade (two years) Course with Surveying as one of the subjects in any ITI and
(c) Pass in Proficiency Test in Automation with usage of Computer and Associated Software conducted by the APPSC or the District Selection Committee, as the case may be

Recommendations:

It would not be appropriate to compare the posts cited since their scope of duties and responsibilities are entirely different. However, keeping in view the revised qualifications, freshly prescribed for the post, which include skills in surveying and computer operations, multifarious duties and responsibilities attached to the post and limited chances of promotion, the Commission assigns a higher pay scale of ₹.27500-87480 (Grade-8) to this category, thus improving by one pay grade.

24. (b). SURVEY, SETTLEMENTS & LAND RECORDS DEPARTMENT

The Chief Commissioner of Land Administration is the controlling authority having overall supervision of Survey, Settlements and Land Records Department. The Commissioner/Director, Survey, Settlements and Land Records is the Head of the Office and implements the following statutes:

A.P. Survey and Boundaries Act, 1923

A.P. (Andhra Area) Estates (Abolition & Conversion into Ryotwari) Act, 1948

A.P. Mahals (Abolition & Conversion into Ryotwari) Regulation, 1969

A.P. Scheduled Areas Ryotwari Settlement Regulation, 1970 (2/70)

The Commissioner is assisted by the Joint Director, Deputy Directors and Assistant Directors. There are two wings in the department – one is the Settlement wing and the other one is Survey and Land Records wing. There is an office in every district under the control of the Joint Collector who is assisted by an Assistant Director. The Deputy Inspectors of Survey and Mandal Surveyors are the technical personnel and work at the Revenue Divisional and Mandal levels respectively. The Department is entrusted with the task of surveying and settling the status of all lands throughout the State to enable effective land administration.

The representations received from the Departmental employees are discussed below:

- | | |
|-----------------------------------|-----------------------------------|
| 1. Joint Director (Survey) | ₹. 52590-103290 (Grade 26) |
| 2. Deputy Director | ₹. 46060-98440 (Grade 24) |
| 3. Assistant Director | ₹. 37100-91450 (Grade 21) |

Request: It is represented that the categories of Joint Director, Deputy Director and Assistant Director are equivalent to the Superintending Engineer, Executive Engineer and Deputy Executive Engineer respectively working in Engineering Departments but there is disparity in the pay scales. Further, the job in the Survey, Settlement and Land Records department requires usage of modern/advanced electronic equipment like Engineering Tools Software (ETS), *Global Positioning System (GPS)* along with Computer Aided Design and Drafting (CADD) and Bhumathi Software. It is therefore requested to assign higher pay scales on par with that of the compared posts in the Engineering Departments.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Joint Director						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
			25600-50560 (25)	52590-103290 (26)	Deputy director ₹. 46060-98440 (24)	----
Compared Post: Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹. 80930-1108503 (31)
Mode of Appointment: By promotion from the category of Deputy Director						
Deputy Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹.52580-103290 (26)
Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110) (23)	Superintending Engineer ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Assistant Director.						

Assistant Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Inspector of Survey ₹. 31460-84970 (19)	Deputy Director ₹. 46060-98440 (24)
Compared Post : Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Asst. Executive Engineer ₹.37100-91450 (21)	Executive Engineer ₹..49870-100770 (25)
Mode of Appointment: By direct recruitment or by transfer of Inspectors in the Andhra Pradesh Survey and Land Records Subordinate Service.						
Qualification: - D.R.- B.E./ B. Tech Degree in Civil Engineering or equivalent; Transfer- Pass in Survey Inspector's Test (I/II) and Accounts Test for Sub-ordinate Officers (Part I/II) or for Executive Officers						

Recommendations:

The categories of Joint Director, Deputy Director and Assistant Director of Survey, Settlements and Land Records are the three successive cadres in the administrative hierarchy of the Department with initial entry at the level of Assistant Director. Function-wise there are wide differences with the compared categories of Engineering Department personnel. As far as hierarchical comparison in the State cadres of these Services is concerned, the same is presented below (Pay Grade in brackets):

Joint Director (26) ↑ Deputy Director (24) ↑ Assistant Director (21)	Executive Engineer (25) ↑ Deputy Executive Engineer (23) ↑ Assistant Executive Engineer (21)
---	---

It is observed that at the entry level (i.e. Assistant Director and Assistant Executive Engineer) the modes of appointment are the same i.e. both by Direct Recruitment as well as by transfer from the highest category in the respective subordinate services (i.e. Inspector of Survey and Assistant Engineer). The next two higher positions in the hierarchy are also similarly filled up by promotion from the

respective lower categories. In respect of the prescribed qualification for direct recruitment at entry level, the two above mentioned categories have the same requirement. In the representation received comparison has been sought to be drawn with a higher category in the Engineering Services, which is not logical. Hence keeping in view the above factual position in mind, it is felt that the existing pay scales are adequate. Accordingly, the following corresponding scales are assigned:

Joint Director (Survey)	₹. 80910-166680 (Grade-26)
Deputy Director	₹. 70850-158880 (Grade-24)
Assistant Director	₹. 57100-147760 (Grade-21)
4. Inspector of Survey / Head Draughtsman	₹. 31460-84970 (Grade 19)
5. Deputy Inspector of Survey/ Senior Computer Draughtsman	₹. 28940-78910 (Grade 17)
6. Surveyor Computer Draughtsman Grade I	₹. 24440-71510 (Grade 14)
7. Deputy Surveyor Computer Draughtsman Grade II	₹. 22460-66330 (Grade 12)

Request: It is represented that the Inspector of Survey/Head Draughtsman, Deputy Inspector of Survey/Senior Computer Draughtsman, Surveyor/Computer Draughtsman Grade I and Deputy Surveyor/Computer Draughtsman Grade II are equivalent in rank to the Assistant Executive Engineer, Assistant Engineer, Assistant Technical Officer and Junior Technical Officer respectively . But there is disparity in the pay scales. Further, the job in the Survey, Settlement and Land Records department requires usage of modern/advanced electronic equipment like Engineering Tools Software (ETS), <i>Global Positioning System (GPS)</i> along with Computer Aided Design and Drafting (CADD) and Bhumathi Software. It has been requested to assign higher pay scales on par with the compared posts in the Engineering Departments.						
Inspector of Survey/ Head Draughtsman						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	15280-40510 (18)	31460-84970 (19)	Deputy Inspector of Survey ₹. 28940-78910 (17)	Assistant Director ₹. 37100-91450 (21)

Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Initial recruitment	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By promotion from the category of Deputy Inspector of Survey & Land Records /Senior Computer Draughtsman						
Deputy Inspector of Survey /Senior Computer Draughtsman						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	12910-36700 (15)	28940-78910 (17)	Surveyor ₹.24440-71510 (14)	Inspector of survey ₹.31460-84970 (19)
Compared Post: Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19) Asst. Technical Officer / Draughtsman Grade II ₹.24440-71510 (14) Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	Deputy Executive Engineer ₹.37100-91450 (21)
Mode of Appointment: By Direct recruitment or by promotion from feeder category of Surveyor/ Computer Draughtsman Grade-I						
Qualification: For Direct Recruitment - Intermediate Exam and Diploma in Civil Engineering. Promotion- Survey Inspector's Test (Part-I/II) and Accounts Test for sub-ordinate officers (Part-I/II)						

Surveyor/ Computer Draughtsman Grade I						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
2075-4270 (10)	3950-8150 (10)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Deputy Surveyor ₹22460-66330 (12)	Deputy Inspector of Survey ₹28940-78910 (17)
Compared Post: Assistant Technical Officer (Engineering)						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Junior Technical Officer ₹.22460-66330 (12)	Technical Officer ₹.31460-84970 (19)
Mode of Appointment: By promotion of Deputy Surveyor including Computer Draughtsman Grade-II						
Qualification: Must have passed Surveyors Test (Higher Grade) Parts I and II or Survey and Settlement Surveyors Test (Higher Grade) Part I and II and Computer Draughtsman Test (Higher Grade) (Part I & II)						
Deputy Surveyor/ Computer Draughtsman Grade II						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	9460-27700 (9)	22460-66330 (12)		
Compared Post: Junior Technical Officer (Engineering)						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	9460-27700 (9)	22460-66330 (12)	Technical Assistant ₹.17890-53950 (8)	Assistant Technical Officer ₹.24440-71510 (14)
Mode of Appointment: By (i) Direct Recruitment (ii) By appointment by transfer of Chainmen and Attender						
Qualification: D.R.-Vocational Training certificate in Draughtsmen (Civil) Trade (Two years course with surveying as one of the subjects; Promotion- (i) Must possess minimum General Educational Qualifications specified in the A.P.State and Subordinate Service Rules (ii) Must have passed Surveyors Test (Lower						

Grade) Parts I and II or Survey and Settlement Surveyor's Test (Lower Grade) Parts I and II
Computer Draftsman Test (Lower Grade)

Recommendations:

These posts are not comparable with the categories in Engineering Departments as their functions are different. However the categories of Deputy Surveyor and Surveyor are at present carrying the same pay grades as those of the Junior Technical Officer and Assistant Technical Officer respectively of the Engineering Departments.

Similarly the post of Inspector of Survey has been having parity with the category of Assistant Engineer, both being the highest categories of posts in the respective subordinate services. The category of Deputy Inspector of Survey does not have an equivalent position in the Engineering subordinate service.

In the representation parity has been sought with a higher equivalent rank in the Engineering Departments., which does not stand to reason. Hence, keeping in view the qualification levels, duties and responsibilities, existing parities and hierarchical positions, the Commission recommends status quo and assigns the following corresponding pay scales/ grades:

Inspector of Survey / Head Draughtsman	₹. 48440-137220 (Grade-19)
Deputy Inspector of Survey/ Senior Computer Draughtsman	₹. 44570-127480 (Grade-17)
Surveyor/ Computer Draughtsman Grade I	₹. 37640-115500 (Grade-14)
Deputy Surveyor/ Computer Draughtsman Grade II	₹. 34580-107210 (Grade-12)

8. Chainman ₹. 13780-42490 (Grade-3)

Request: There is a representation received from the Employees' Association stating that the Chainmen of the Traverse Survey Party have to walk through difficult terrain carrying heavy instruments. They are also exposed to the rain and sun and despite the arduous working conditions their pay scale has not been equated with that of the Fieldmen (Grade-5) of the Agriculture Department who perform similar duties. They have further stated that although the 10th PRC recommended assignment of a pay scale of ₹.13780-42490 (Grade-3) to them, the same has not yet been implemented. Finally they have requested for a higher pay scale.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Chainman						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1375- 2375 (1)	2550- 4550 (1)	3850- 8600 (1)	6700- 20110 (1)	13780- 42490 (3)	-----	----
Method of Appointment: By direct recruitment						
Qualification: Must be able to read and write Telugu or Urdu or English or Hindi.						

Recommendations:

The Commission did not find any post designated as Fieldman in Agriculture Department. There are however such posts in the Fisheries, Animal Husbandry and Tribal Welfare Departments and these posts have been assigned different pay scales. Further, it is true that a pay scale of ₹13780- 42490 (Grade-3) was assigned by the 10th PRC to the category of Chainman. The Commission has also been given to understand that the recommendations of the 10th PRC was duly sent by the Government to the Survey, Settlement and Land Records Department for implementation. The Commission reiterates the same decision. It has already assigned the corresponding pay scale of ₹.21200-65360 (Grade-3) to the post of Chainman under 'Common Categories'.

24. (c). COMMERCIAL TAX DEPARTMENT

The Commercial Tax Department is the largest revenue generator to the State Exchequer. It contributes more than 70% of the State's revenues. The endeavor of the department is to implement an assessee friendly tax regime with greater transparency and fairness. It strives to achieve the highest level of tax efficiency through the use of Information Technology. It administers the recently introduced Goods and Services Tax (GST), which is a major reform in indirect taxation. The GST has subsumed the indirect taxes levied by both the Union and the State with the concept of One Nation One Tax. The Department issues registrations to assessees, ensures filing of returns under the GST Act and Rules, conducts assessments, audits tax payer's accounts and collects tax revenues.

The Andhra Pradesh State Tax Service Rules issued vide G.O. Ms. No. 231, Revenue (CT -I) Department dated 10.05.2018, the Andhra Pradesh State Tax Subordinate Service Rules issued vide G.O. Ms. No. 232 Revenue (CT -I) Department dated 10.05.2018 and the Special Rules for the posts of Superintendent Grade-I (Gazetted) and Private Secretary to Chief Commissioner of State Tax issued vide G.O. Ms. No. 233 Revenue (CT -I) Department dated 10.05.2018 govern various categories of employees of State Tax Department .

The Department is headed by the Chief Commissioner, who is assisted by the Commissioner, Additional/ Joint Commissioners and other Ministerial staff. At the field level GST is administered by the Deputy/ Assistant/ Deputy Assistant Commissioners and the GST Officers.

The representations received are discussed below:

1. **Commissioner of State Tax
(Former Additional Commissioner
of Commercial Taxes)** ₹. 73270-108330 (Grade 30)
2. **Additional Commissioner of State Tax
(Former Joint Commissioner of
Commercial Taxes)** ₹. 61450-105810 (Grade 28)
3. **Joint Commissioner of State Tax
(Former Deputy Commissioner of
Commercial Taxes)** ₹. 56870-105810 (Grade 27)
4. **Deputy Commissioner of State Tax
(Former Assistant Commissioner of
Commercial Taxes)** ₹. 52590-103290 (Grade 26)
5. **Assistant Commissioner of State Tax
(Former Commercial Tax Officer)** ₹. 40270-93780 (Grade 22)

**6. Deputy Assistant Commissioner of State Tax
(Former Deputy Commercial Tax Officer) ₹. 35120-87130 (Grade 20)**

Request It is represented that the role of tax personnel in the Commercial Tax Department revolves round monitoring of Returns, making prompt and correct assessments, persuading collection of current as well as arrears of taxes, initiating action, wherever necessary, under the Andhra Pradesh Revenue Recovery Act by attaching immovable and movable properties, arresting leakage of revenues etc. The Commercial Taxes Gazetted Officers from the cadre of Deputy Assistant Commissioners (former Deputy Commercial Tax Officers) to the Commissioner of State Taxes (former Additional Commissioner of Commercial Taxes) play a crucial role in effective tax administration for realization of the desired objectives. It is requested to treat the Commercial Tax Department staff on a separate footing and assign higher pay scales in comparison with the other State Government employees as a token of encouragement and motivation. It is also suggested to implement a pay structure which is at par with that of the Central Government employees.

Recommendations:

No anomaly has been pointed out nor parity with any specific categories of State Government employees has been requested. The demand for assigning pay scales on par with those applicable to the Central Government employees is an isolated request not echoed by any other sections of State Government employees. Hence considering this issue in isolation for a particular section of employees is not possible.

It is noted that the above mentioned categories constitute the vertical hierarchy of posts in the Commercial Tax Department. On comparison, it is seen that in no other revenue earning department the corresponding levels of posts have been assigned a higher pay grade than those assigned in the Commercial Tax Department. **Hence, keeping in view the above aspects and the qualifications, duties and responsibilities, the Commission feels that the present pay grades assigned to the various cadres mentioned above are appropriate and accordingly the following corresponding pay scales/ pay grades are assigned:**

Commissioner of State	₹. 112610-174790 (Grade-30)
Additional Commissioner of State Tax	₹. 94500-170580 (Grade-28)
Joint Commissioner of State Tax	₹. 87480-170580 (Grade-27)
Deputy Commissioner of State Tax	₹. 80910-166680 (Grade-26)
Assistant Commissioner of State Tax	₹. 61960-151370 (Grade-22)
Deputy Assistant Commissioner of State Tax	₹. 54060-140540 (Grade-20)

**7. Superintendent Grade I/
Private Secretary to Commissioner ₹. 31460-84970 (Grade 19)**

<p>Request: It is stated that the post of Superintendent Grade I (Gazetted) was created by upgrading the post of Superintendent vide GO Ms. No.456, Finance (SMPC) Department dated 02.12.2008. The post is stated to be equivalent to that of Deputy Commercial Tax Officer (now redesignated as Deputy Commercial Tax Officer) which is the first level Gazetted post in the department carrying the pay scale of ₹.9285-21550 in pre 2010 pay scales and ₹.16150-42590 in the Revised Pay Scales, 2010. But in the Revised Pay Scales, 2015 the pay scale of Deputy Commercial Tax Officer is ₹.35120-87130 (Grade 20) whereas that of the Superintendent Grade I is ₹.31460-84970 (Grade 19). It is therefore requested to assign a pay scale to the Superintendent Grade I on par with that of the Deputy Assistant Commercial Tax Officer.</p>						
<p>Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</p>						
<p>Superintendent Grade I (Gazetted)/ P.S. to Chief Commissioner</p>						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent/ Special Category Stenographer ₹.28940-78910 (17)	Assistant Commissioner of State Tax (Former Commercial Tax Officer) ₹.40270-93780 (22)
<p>Compared Post: Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer)</p>						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Goods and Services Tax Officer (Former Assistant Commercial Tax Officer) ₹. 28940-78910 (17)	Assistant Commissioner of State Tax (Former Commercial Tax Officer) ₹. 40270-93780 (22)

Recommendations:

It is seen that in G.O. Ms. No. 456 dated 2-12-2008 Government have upgraded certain posts of Superintendents and Special Category Stenos to the cadre of Deputy Commercial Tax Officer (now Deputy Assistant Commissioner) and redesignated them as Superintendent Grade-I (Gazetted) and P.S. to the Chief Commissioner of State Tax. In G.O. Ms. No. 607 dated 1-7-2010 Service Rules were issued for these categories. In view of this, the Commission assigns the pay scale of ₹.54060-140540 (Grade-20) to these categories on par with same for the post of Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer).

8. Goods and Services Tax Officer (Former Assistant Commercial Tax Officer) ₹. 28940-78910 (Grade 17)

<p>Request It is represented that the Goods and Services Tax Officer is a separate and distinct category in AP Commercial Taxes Subordinate Service. The GSTO is a Registration Authority under the provisions of the Goods and Services Act, 2017 and it has also been notified as proper officer to exercise the vital function of check of goods vehicles to arrest tax evasion. Besides, he collects arrears, conducts street surveys, performs audit, does assessments and obtains GST returns. These duties and responsibilities develop stress and strain. Further the duties are risk prone as he is supposed to check vehicles on the road. But while assigning a pay scale, instead of preferential treatment, they have got a raw deal. The Assistant Motor Vehicle Inspector, Assistant Engineer and Municipal Commissioner Grade-III, who were on par till the 1993 Pay Revision, got higher pay scales in the subsequent Pay Revisions leaving out the GST Officer. It is therefore requested to assign the pay scale corresponding to ₹.31460-84970.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Goods and Services Tax Officer (Former Assistant Commercial Tax Officer)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Executive Officer (Former Senior Assistant) ₹.22460-66330 (12)	Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) ₹.35120-87130 (20)

Compared post: Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19) Assistant Technical Officer / Draughtsman Grade II ₹.24440-71510 (14) Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	Deputy Executive Engineer ₹.42490-96110 (23)
Compared Post: Asst. Motor Vehicle Inspector:						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Transport Head Constable ₹.21230-63010 (11) Senior Assistant ₹.22460-66330 (12)	Motor Vehicle Inspector ₹.35120-87130 (20)
Compared Post: Municipal Commissioner Grade-III:						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Sanitary Supervisor ₹.24440-71510 (14) Sanitary Inspector ₹.22460-66330 (12)	Municipal Commissioner Grade II ₹.35120-87130 (20)
Mode of Appointment: By Direct Recruitment/transfer from the category of Assistant Executive Officer (Former Senior Assistant)						
Qualifications: By Direct recruitment – A Degree						

Recommendations:

Comparison with the Assistant Motor Vehicle Inspector (Grade 19) and Assistant Engineer (Grade 19) is not apt as they have technical qualification and as their functions are entirely different. The Commission observes that the Municipal Commissioner Grade-III (Grade 18) has different nature of duties but has a common source of direct recruitment as that of the GST Officer, namely the Group-II APPSC examination. Keeping in view the importance attached to the duties and responsibilities associated with the post and the need for attracting bright and meritorious direct recruits to it, it is considered appropriate to enhance the present pay grade by one grade. Accordingly, the pay scale of ₹.45830-130580 (Grade-18) is assigned to this category.

9. Assistant Executive Officer
(Former Senior Assistant) ₹. 22460-66330 (Grade 12)
10. Executive Tax Assistant
(Former Junior Assistant) ₹. 16400-49870 (Grade 07)

Request: It is stated that the State Tax Department needs more technically oriented knowledge in administration of Taxes. The members of 'Common Categories' are not equipped with that sort of technical knowledge. It is requested that higher pay scales than those applicable to the Common Categories should be assigned to these categories.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Executive Officer (Former Senior Assistant)						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Executive Tax Assistant ₹.16400-49870 (07)	Goods and Services Tax Officer (Former Assistant Commercial Tax Officer) ₹.28940-78910 (17)
Mode of Appointment: By promotion from the category of Executive Tax Assistant						
Executive Tax Assistant (Former Junior Assistant)						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)		Assistant Executive Officer (Former Senior Assistant) ₹.22460-66330
Mode of Appointment: By Direct recruitment/transfer from the category of Record Assistant.						
Qualifications: By Direct recruitment – A Degree and pass in Computer Proficiency Test						

Recommendations:

The Commission notes that consequent upon the replacement of the erstwhile Value Added Tax by the Goods and Services Tax Act, resulting in integration of several Union and State administered indirect taxes into a single tax structure, the designations of all the posts in the vertical hierarchies of the State and Sub-ordinate Services of the Commercial Taxes Department have been changed by the Government by issuing suitable orders. Pursuant thereto, in G.O. Ms. No. 472 Revenue (CT.I) Department dated 18-09-2018, Government have changed the nomenclature of the posts of Senior Assistant and Junior Assistant as “ Assistant Executive Officer” and Executive Tax Assistant” respectively. Government have further ordered that the incumbents of these posts shall continue to draw salaries and allowances as applicable to the posts of Senior Assistants and Junior Assistants only. The Commission is of the view that a change in the nomenclature of a post alone does not alter the nature of functions associated with that post. Also consequential amendments to the Andhra Pradesh State Tax Sub-ordinate Service Rules and the Andhra Pradesh Ministerial Service Rules have yet to be issued.

Since there is no distinct material change in the duties and responsibilities of the categories of Assistant Executive Officer and Executive Tax Assistant and since these posts continue to be governed by the Andhra Pradesh Ministerial Service Rules, they are assigned the same pay scales/ pay grades as those assigned to the equivalent ‘Common Category’ posts of Senior Assistant and Junior Assistant respectively.

24. (d). PROHIBITION AND EXCISE DEPARTMENT

Prohibition and Excise Department is the second highest revenue earning department for the State Government. Some of the main functions of the department are as under:

- Regulation of production, import, export, sale and consumption of IMFL, production and distribution of alcohol for potable purposes, distribution of industrial grade alcohol.
- Control of non-duty paid liquor, spurious liquor and illicitly distilled liquor
- Control of production and sale of Narcotic Drugs and Psychotropic Substances including cultivation of Ganja
- Prevention of adulteration of Toddy
- Welfare of Toddy tappers
- Collection of Excise revenues in the shape of Duty, Licence Fee, Fees etc.

The department enforces the following Acts :

- A.P. Excise Act
- A.P. Intoxicating Liquors (Prohibition and Advertisement) Act, 1978
- A.P. (Regulation of Wholesale Trade and Distribution and Retail Trade in Indian Liquor, Foreign Liquor, Wine and Beer) Act, 1993
- A.P. Prohibition Act
- NDPS Act

The department is headed by the Commissioner of Prohibition and Excise who is assisted by the Additional Commissioner, Joint Commissioners and ministerial staff at the Head Office. At the District and sub-district levels the Departmental functions are handled by the Deputy Commissioners, Assistant Commissioners, Excise Superintendents, Assistant Excise Superintendents, Excise Inspectors & Sub-Inspectors, Head Constables and Constables.

1. Joint Commissioner	₹. 61450-105810 (Grade 28)
2. Deputy Commissioner	₹. 56870-105810 (Grade 27)
3. Assistant Commissioner	₹. 52590-103290 (Grade 26)
4. Prohibition and Excise Superintendent	₹. 46060-98440 (Grade 24)
5. Assistant Prohibition and Excise Superintendent	₹. 35120-87130 (Grade 20)

Joint Commissioner						
Request: It is stated that the Joint Commissioner of Prohibition and Excise is the second highest non cadre post. The maximum of the time scale of this post as well as the promotion post is the same. It is requested to assign the pay scale of ₹.80930-110850 (Grade-31) on par with that of the Inspector General of Police /Director of Police Communications (non-cadre).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Deputy Commissioner ₹.56870-105810 (27)	Additional Commissioner ₹.73270-108330 (30)
Compared Post: Inspector General of Police /Director of Police Communications						
7580-10100 (31)	4425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy General of Police ₹.66330-108330 (29)	
Mode of Appointment: By promotion from the category of Deputy Commissioner of Prohibition and Excise						
Deputy Commissioner						
Request: It is stated that the jurisdiction of the Deputy Commissioner is a revenue district comprising of two to three excise districts. He grants licenses to Bars and Restaurants and exercises quasi-judicial powers. He has power to confiscate the contrabands and vehicles seized in the prohibition and excise related crimes. It is a divisional post like that of the Deputy Inspector General of Police. It is requested to assign the pay scale of ₹.66330-108330 on par with that of the Deputy Inspector General of Police (non-cadre).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Assistant Commissioner ₹.52590-103290 (26)	Joint Commissioner ₹.61450-105810 (28)

Compared Post: Deputy Inspector General of Police						
6610-9820 (29)	12550-18625 (29)	19675-30675 (29)	34050-54360 (29)	66330-108330 (29)	Superintendent of Police (Non Cadre) ₹.56870-105810 (27)	Inspector General of Police ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Assistant Commissioner of Prohibition and Excise						
Assistant Commissioner						
Request: It is represented that the jurisdiction of the Assistant Commissioner is the entire district and he is fully responsible for prevention, detection and control of crime like illicit distillation, unauthorized sale of IML and cultivation, transport and sale of ganza. He collects intelligence on all excise crimes and conducts raids to control all types of excise crimes. It is requested to assign the pay scale of ₹.56870-105810 on par with the Superintendent of Police (non-cadre).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Prohibition & Excise Superintendent ₹.46060-98440 (24)	Deputy Commissioner ₹.56870-105810 (27)
Compared Post: Superintendent of Police (Non- cadre)						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590-103289 (26)	Deputy Inspector General of Police (Non-cadre) ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Excise Superintendent						
Prohibition and Excise Superintendent						
Request: It is stated that the jurisdiction of the Excise Superintendent is 20 to 28 Mandals and he is the licensing authority for IML Retail Shops (A4), Bars and Restaurants (2B), Toddy Tappers Co-operative Societies (TCS) and Tree for Tappers (TFT). He collects excise revenue by way of license fee and realizes arrears also. He controls excise crimes like smuggling of non-duty paid liquor, brewing and sale of arrack, adulteration of toddy and illegal sale of other intoxicants. It is requested to assign the pay scale of ₹.52590-103289 on par with that of the Additional Superintendent of Police (Non cadre).						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	46060-98440 (24)	Assistant Prohibition and Excise Superintendent ₹.35120-87130 (20)	Assistant Commissioner ₹.52590-103290 (26)
Compared Post: Additional Superintendent of Police Non Cadre						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Superintendent of Police ₹.40270-93780 (22)	Superintendent of Police (non-cadre) ₹.56870-105810 (27)
Mode of Appointment:						
Assistant Prohibition and Excise Superintendent						
<p>Request It is represented that the jurisdiction for this post is spread over 20 to 30 Mandals in an Excise District and he controls over 5 to 11 Prohibition and Excise stations. The Jurisdiction and the area of operation is more than that of a Revenue Divisional officer and a Deputy Superintendent of Police. He has to supervise and review the revenue collections besides control of crime. He investigates grave crime cases involving inter-district, inter-state crime or cases assigned to him by the higher authorities. He organizes raids with ESTF teams apart from participating in inter-district and inter-state raids. Thus the duties involve both revenue and police functions. They have requested for parity with that of the Deputy Superintendent of Police, Revenue Divisional Officer and Commercial Tax Officer.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Inspector Prohibition and Excise ₹.29760-80930 (18)	Excise Superintendent ₹.46060-98440 (24)
Compared Post: Deputy Superintendent of Police (Non- cadre)/ Revenue Divisional Officer/ Assistant Commissioner of State Tax						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Corresponding feeder post ₹.35120-87130 (20)	Corresponding promotion post ₹.52590-103290 (26)

Mode of Appointment: By direct recruitment/by transfer from the categories of Excise Inspectors, Superintendents, Assistant Chemical Examiner (former Laboratory Assistant) and Chemical Examiner.

Qualification Direct recruitment – Graduation and fulfillment of prescribed physical measurements.

Recommendation:

The duties performed by the personnel of Prohibition and Excise Department are undoubtedly very challenging and sensitive in nature. They have to deal with a so called ‘sin’ goods and regulate all kinds of transactions in it. They are mandated to eradicate production and consumption of illicit liquor while licensing authorised outlets for sale and consumption of permitted brands of duty paid IML. The department follows a policy of restricting the number of licensed sale outlets while attempting to optimise revenue realisation from the authorised licensees. The departmental officers have requested for parity with the compared ranks of Police department. The Commission is of the view that the scope and width of duties and responsibilities shouldered by the functionaries of the Police Department and the degree of risk under which they have to work are at a relatively higher level than that of the personnel of the Prohibition and Excise Department. An effective policing is a sine qua non for the orderly functioning of a civilised society. In fact the Police is called upon for duty to regulate/control the crowd/mob in any public gathering, whether peaceful or violent. Recognising this, the Police Department has been given wide powers of regulation and enforcement under several statutes which are administered even by other departments of the Government. Hence the Commission is of the view that a marginal gap in pay grades between the corresponding cadres of the Police and Excise Departments would be in order. In fact the various categories of posts of the Police Department, compared with the mentioned categories of Excise Department, never had an equation of parity in the past (as seen from the table above).

Now, we proceed to enlist the comparable hierarchical positions in the set up of State Services of Excise, Police and Commercial Tax department (the highest revenue earning department), basing on their entry levels, and the same are as follows:

	<u>Level Excise</u>	<u>Police (non-cadre)</u>	<u>Commercial Tax</u>
1.	Addl. Commissioner (30)	I.G. (31)	Commissioner (30)
2.	Joint Commissioner (28)	D.I.G. (29)	Addl. Commissioner (28)
3.	Deputy Commissioner (27)	S.P. (27)	Joint Commissioner (27)
4.	Asst. Commissioner (26)	Addl. S.P. (26)	Deputy Commissioner (26)
5.	Excise Superintendent (24)	-----	-----
6.	Asst. Excise Superintendent (20)	Dy S.P. (22)	Asst. Commissioner (22)

It is seen from the above that the post of Excise Superintendent (level 5) is an additional level which does not have any corresponding parallel position in the Police/Commercial Tax Departments. In respect of most of the counterpart posts the existing pay grades are either at the same level (levels 3 and 4 for Police and levels 1-4 for Commercial Tax) or are marginally higher (levels 1 and 2 in case of Police Department). Only in respect of level 6 there is a gap of two pay grades which deserves to be reduced. Now, all the three posts of Assistant Excise Superintendent, Deputy Superintendent of Police and Assistant Commissioner of State Tax have direct recruitment channels through the Group-I examination of APPSC and their essential academic qualification requirements are also the same. Most other Government posts, for which the source of direct recruitment is the same Group-I examination, are in pay grade 21 while three posts (Deputy Collector, Deputy Superintendent of Police and Assistant Commissioner of State Tax) are in pay grade 22. **Hence with a view to attract bright young direct recruits to the post of Assistant Excise Superintendent the Commission assigns to it a pay scale of ₹.57100-147760 (Grade-21) , thus improving by one grade. The same pay scale and grade are also assigned to the post of Chemical Examiner, which is having parity with the category of Assistant Excise Superintendent. In respect of the remaining categories listed above the Commission recommends status quo in so far as their pay grades are concerned as follows:**

Joint Commissioner	₹. 94500-170580 (Grade 28)
Deputy Commissioner	₹. 87480-170580 (Grade 27)
Assistant Commissioner	₹. 80910-166680 (Grade 26)
Prohibition and Excise Superintendent	₹. 70850-158880 (Grade 24)

6. Staff Officer ₹. 31460-84970 (Grade19)

Request: It is represented that the Staff officer posts were sanctioned at nodal Deputy Commissioner's office. Previously the Assistant Prohibition and Excise Superintendents worked as P.A. to Deputy Commissioner of Prohibition and Excise and the post has since been redesignated as Staff Officer. Parity existed between the post of Assistant Excise Superintendent and Staff Officer in the earlier Pay Revisions. However that parity was disturbed subsequently with the Assistant Excise Superintendents getting higher pay scale. It is therefore requested to enhance the pay scale of the Staff Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Staff Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	Assistant Secretary (Distilleries) ₹.46060-98440 (24)
Compared Post: Assistant Prohibition and Excise Superintendent						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Inspector Prohibition and Excise ₹.29760-80930 (18)	Prohibition and Excise Superintendent ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Superintendent.						

Recommendations:

The Staff Officer is equivalent to the post of Administrative Officer available in the staffing pattern of several government departments. In a majority of these departments the pay grade 20 has been assigned to the post of Administrative Officer. The post of Staff Officer is in the administrative wing of the department as the next supervisory post to the post of Office Superintendent and has no functional similarity with that of the Assistant Excise Superintendent. Hence, on par with the category of Administrative Officers it is assigned the pay scale of ₹.54060-140540 (Grade-20), thus improving by one pay grade.

7. **Prohibition and Excise Inspector** ₹. 29760-80930 (Grade 18)
8. **Prohibition and Excise Sub- Inspector** ₹. 26600-77030 (Grade 16)

Request: It is represented that like Police, the officers of the Excise Department are empowered to exercise power under the provisions of Criminal Procedure Code, make arrests, conduct searches, issue FIRs, send the accused for remand, investigate, book cases, file charge sheets and prosecute criminals. Lack of infrastructure, vast jurisdiction, difficult geographical conditions, old modes of communication, non-updating of statutes in line with the demands of the day, assaults and physical threats etc. are the hurdles for the officers of Excise Department to discharge their functions. It is further stated that till the 1960s a logical parity was maintained between the salary structure of the officers of the department with other departments like Police, Revenue, Commercial Taxes, Fire, Forests and Prisons. It is requested to assign pay scales on par with equivalent cadres in other departments.

Prohibition and Excise Inspector						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5300-11300 (16)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Excise Sub-Inspector ₹.26600-77030 (16)	Assistant Excise Superintendent ₹. 35120-87130 (20)
Compared Post: Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹. 40270-93780 (22)
Compared Post: Jailor						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Deputy Jailor ₹.26600-77030 (16)	Deputy Superintendent of Jails ₹. 37100-91450 (21)
Compared Post: Forest Range Officer						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Deputy Range officer ₹.26600-77030 (16)	Assistant Conservator of Forest ₹.40270-93780 (22)
Compared Post: Assistant Controller (Former District Inspector/Senior Inspector)						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Inspector/ Superintendent ₹.28940-78910 (17)	Deputy Controller (Former Assistant Controller) ₹.37100-91450 (21)
Compared Post: Sub Registrar Grade I						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	16150-42590 (19)	31460-84970 (19)	Sub-Registrar Grade II ₹.28940-78910 (17)	District Registrar ₹. 37100-91450 (21)

Compared Post: Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Mode of Appointment: By promotion of Excise Sub-Inspector (90%) / by Transfer from Senior Assistant/by transfer from Assistant Section Officer of Secretariat other than Law and Finance (10%)						
Prohibition and Excise Sub- Inspector						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Prohibition and Excise Head Constable ₹.21230-63010 (11)	Prohibition & Excise Inspector ₹. 29760-80930 (18)
Compared Post: Sub-Inspector of Police						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub Inspector ₹.23100-67990 (13) Head Constable ₹.21230-63010 (11)	Inspector of Police ₹. 35120-87130 (20)
Compared Post: Sub Registrar Grade II						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹. 22460-66330 (12)	Sub- Registrar Grade-I ₹. 31460-84970 (19)
Compared Post: Goods and Services Tax Officer (Former Assistant Commercial Tax Officer)						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Executive Officer (Former Senior Assistant) ₹.22460-66330 (12)	Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) ₹.35120-87130 (20)

Compared Post: Deputy Tahsildar						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Tahsildar ₹.35129-87130 (20)
Mode of Appointment: By Direct recruitment and by promotion from the category of Prohibition and Excise Head Constable and also by transfer of Junior Assistants working in Excise Department.						
Qualification: By Direct Recruitment - A Bachelor's Degree						

Recommendations:

The views of this Commission regarding the appropriate equation that may obtain between the pay scales of the Police and other uniformed department personnel of equivalent positions, including those of Excise Department, in the hierarchy of State and Sub-ordinate services has been adequately articulated in the previous paras. Consistent with that view and after considering the qualifications and relative duties and responsibilities attached to the various posts included in the above table, the Commission assigns the following pay grades to the two categories:

Prohibition and Excise Inspector	₹. 48440-137220 (Grade-19) (enhanced by one grade)
Prohibition and Excise Sub- Inspector	₹. 44570-127480 (Grade-17) (enhanced by one grade)

The post of Assistant Chemical Examiner, which has had parity over the last five PRCs with the category of the Excise Sub-Inspector, is also assigned the pay scale of ₹.44570-127480 (Grade-17).

9. Prohibition and Excise Head Constable ₹. 21230-63010 (Grade 11)
10. Prohibition and Excise Constable ₹. 15460-47330 (Grade 06)

Request: It is represented that the Excise uniformed service has been declared as emergency service vide GO Ms. No.66 Revenue Department dated 17.01.1996. The prohibition and excise department officials have been treated as police officials in all respects but have been discriminated in pay scales. There are fifteen branches in Police Department but in the Excise Department, Inspectors to Constables are dealing with multiple functions of participating in raids, gathering intelligence, assisting the investigating officer etc. along with collecting revenue. Citing the observations of the Tenth Pay Revision Commission that qualification comes in the way of equation of Excise and

Forest Constables with Police Constables, it has been stated that the qualification of Excise Constables has since been enhanced vide G.O. Ms. No. 318, Revenue Department dated 19.06.2018. It is requested to assign the pay scale of ₹.16400-49870 to the Prohibition and Excise Head Constable/Constable on par with the Police Head Constable/ Constable.

Prohibition and Excise Head Constable

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	21230-63010 (11)	P & E Constable ₹.15460-47330 (06)	Probation and Excise Sub-Inspector ₹.26600-77030 (16)

Compared Post: Police Head Constable

1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Police Constable ₹.16400-49870) (07)	Sub-Inspector of Police ₹.28940-78910 (17)
-------------------	-------------------	--------------------	---------------------	---------------------	--	--

Mode of Appointment: By promotion from Prohibition and Excise Constable/by transfer from Drivers (HV/LV) working in the Excise Department

Qualification: By promotion: Intermediate or its equivalent.

Prohibition & Excise Constables

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	Attenders ₹.13000-40270 (01)	Probation and Excise Head Constable ₹.21230-63010 (11)

Compared Post: Police Constable

1595-3020 (05)	2990-5810 (05)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	---	Police Head C constable ₹.21230-63010 (11)
-------------------	-------------------	--------------------	--------------------	---------------------	-----	---

Mode of Appointment: By direct recruitment and by transfer of Attenders in the Excise Department.

Qualification: By Direct Recruitment/Transfer: Intermediate or equivalent. Fulfill physical standards prescribed.

Recommendation:

Considering the enhancement in educational qualifications the Commission assigns the following pay scales to the two categories of posts under discussion. This would also establish parity in pay grades among the Constabulary and equivalent categories across five uniformed departments, namely Excise, Transport, Prison & Correctional Service, Fire Service and Forest, as given below:

1. Excise Head Constable, Transport Head Constable, Head Warder, Leading Fireman, Forest Section Officer
2. Excise Constable, Transport Constable, Warder, Fireman and Forest Beat Officer

**Prohibition and Excise Head Constable ₹. 32670-101970 (Grade 11)
(status quo)**

**Prohibition and Excise Constable ₹. 25220-80910 (Grade 07)
(improved by one grade)**

11. Office Superintendent ₹. 28940-78910 (Grade-17)

12. Senior Assistant ₹. 22460-66330 (Grade-12)

The Office Superintendents have requested for parity in pay scale with the Excise Inspectors stating that they were the same in the 2005 and 2010 PRCs. Similarly the Senior Assistants have stated that both the posts of Senior Assistant and Excise Sub-Inspector are common feeder categories for the post of Excise Inspector and therefore they should have the same pay scale.

Recommendation: It is observed that both the posts under discussion were treated as part of the 'Common Categories' in all the previous PRCs and appropriately so because of the nature of jobs performed by them. This Commission is also of the view that they should continue to remain a part of the 'Common Categories' and enjoy the same pay scale/grade as assigned to the same ranks in "Common Categories'.

24. (e). REGISTRATION AND STAMPS DEPARTMENT

The Registration and Stamps Department is an age old department functioning since the year 1864. The department registers documents and acts as a repository of authentic recorded information which enables the public at large to verify the records and enquire therefrom the right, title and obligations if any on any immovable property. Further the department preserves old records and provides copies thereof as proof of genuineness in the Court of Law. The department collects revenue for the State exchequer by way of Stamp Duty, Transfer Duty and Registration Fees. The Department deals with the following statutes:

- Registration Act, 1908
- Indian Stamp Act, 1989
- A.P. Societies Registration Act, 2001
- Indian Partnership Act, 1932
- Hindu Marriages Act, 1955
- Special Marriages Act, 1954
- The Indian Christian Marriages Act, 1954
- The Chit Funds Act, 1982
- The Non Trading Companies Act, 1962
- The Notaries Act, 1952

The Department is headed by the Commissioner and Inspector General who acts as the Chief Controlling Registration Authority and is assisted by one Additional Inspector General, two Joint Inspector Generals and four Assistant Inspector Generals. The Deputy Inspector General is the Head of Zonal administration which consists of one or two districts. The District Registrar is the Head of the District Administration. Thirty eight Registration Districts have been created in the thirteen Revenue Districts in the State. There are 291 Sub Registrar Offices across the State.

- | | |
|--------------------------------------|-----------------------------------|
| 1. Joint Inspector of General | ₹. 56870-105810 (Grade 27) |
| 2. Deputy Inspector General | ₹. 46060-98440 (Grade 24) |
| 3. District Registrar | ₹. 37100-91450 (Grade 21) |

Request: It is requested to fix the pay scale of Joint Inspector General on par with that of the Joint Commissioner of Commercial Tax (Now Additional Commissioner of State Tax) and Deputy Inspector General on par with that of the pay scale of the Deputy commissioner of Commercial Tax department (now Joint Commissioner of State Tax)

Joint Inspector General						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Deputy Inspector General ₹.46060-98440 (24)	Additional Inspector General ₹.73270-108330 (30)
Compared Post: Additional Commissioner of State Tax (Former Joint Commissioner of Commercial Tax)						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Joint Commissioner Commercial Tax (Former Deputy Commissioner Commercial Tax) ₹. 56870-105810 (27)	Commissioner of State Tax (Former Additional Commissioner of Commercial Taxes) ₹.73270-108330 (30)
Mode of Appointment: By promotion from category of Deputy Inspector General						
Deputy Inspector General						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	District Registrar ₹.37100-91450 (21)	₹.Joint Inspector General of Registration ₹. 56870-105810 (27)
Compared Post: Joint Commissioner Commercial Tax (Former Deputy Commissioner Commercial Tax)						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Deputy Commissioner of State Tax (Former Assistant Commissioner of Commercial Taxes) ₹.52590-103290 (26)	Additional Commissioner of State Tax (Former Joint Commissioner Commercial Tax) ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of District Registrar						

District Registrar						
<p>Request: It is represented that the District Registrars are recruited directly through the Group I Examination along with the Deputy Collectors in Revenue Department and Commercial Tax Officer (now Assistant Commissioner of State Tax). It is stated that the duties and responsibilities of all the three posts are more or less similar and they should be treated equally. But there is disparity in their pay structure. The Ninth Pay Revision Commission recommended for increase in the pay scale of the post of Commercial Tax Officer (now re-designated as Assistant Commissioner of State Tax) duly maintaining parity with that of the Deputy Collector of Revenue Department. At the same time the Commission assigned the scale of Rs.19050-45850 to the post of District Registrar as against the earlier pay scale of Rs.10285-24200. It is contended that unfortunately and erroneously the corresponding scale has not been correctly shown and assigned resulting in glaring anomaly causing injustice to the District Registrars. Hence they have requested to revise the scale on par with that of the CTO/Deputy Collector of Revenue Department.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Sub-Registrar Grade I ₹. 31460-84970 (19)	Deputy Inspector General of Registration and Stamps ₹. 46060-98440 (24)
Compared Post: Assistant Commissioner of State Tax (Former Commercial Tax officer)						
3880-8140 (21)	7400-15475 (21)	10845-25660 (21)	20680-46960 (22)	40270-93780 (22)	Deputy Assistant Commissioner of State Tax (Former Deputy Comm. Tax Officer) ₹.35120-87130 (20)	Deputy Commissioner of State Tax (Former Assistant Commissioner of Commercial Tax) ₹.52590-103290 (26)
Compared Post: Deputy Collector						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Tahsildar ₹. 35120-87130 (20)	Special Grade Deputy Collector ₹. 52590-103290 (26)
<p>Mode of Appointment: By direct recruitment/by promotion from the category of Sub-Registrar Grade-I.</p>						
<p>Qualification: For direct recruitment: A Graduation</p>						

Recommendations:

It is observed that the Commercial Tax Department has six levels in its State Service whereas the Registration and Stamps Department has only five. The above table indicates that the pay grades of the compared categories in the Commercial Tax and Revenue Departments were always higher than those of the corresponding posts in the Registration and Stamps department mentioned here. The Ninth Pay Revision Commission improved the pay scales of the Joint Inspector General, Deputy Inspector General and District Registrar by one stage each but did not equate them with their counter parts in Revenue and Commercial Tax Departments. The Tenth Pay Revision Commission maintained that relativity. It is apparent that successive Pay Revision Commissions have thought it fit to assign relatively higher pay grades to the functionaries of Commercial Tax Department, which is the highest revenue earner for the State Government and the Revenue Department, which assumes a leadership role in most administrative contingencies at the District level e.g., natural calamities, elections, law and order situations, handling VIPs etc. **This Commission concurs with the considered common view taken by the previous Pay Revision Commissions in this regard and decides to continue the existing relativities and accordingly assigns the following corresponding pay scales:**

Joint Inspector of General	₹. 87480-170580 (Grade-27)
Deputy Inspector General	₹. 70850-158880 (Grade-24)
District Registrar	₹. 57100-147760 (Grade-21)

4. **Sub-Registrar Grade I** ₹. 31460-84970 (Grade 19)
5. **Sub Registrar Grade II** ₹. 28940-78910 (Grade 17)

Request: It is stated that the Sub-Registrars administer important enactments. They are the key officers at the filed level with onerous responsibilities of providing citizen centric services like registration of documents, preservation of valuable records, issue of Certificates of Encumbrances and certified copies. They are instrumental for the department to get the unique distinction to be the first department in the country to be totally computerized by effective and successful implementation of CARD Project. The Sub-Registrars, in recent times, have been discharging multifarious functions and have emerged as a dynamic work force in the Government providing valuable services to about one crore citizens every year and in collecting more than ₹.400 Crores of Revenue for the State exchequer. The Ninth Pay Revision Commission equated the category of Sub Registrar Grade I with the Labour Officer, Tahsildar and Mandal Parishad Development Officer and the Sub Registrar Grade II with the Assistant Registrar Co-operative Societies, Extension Officer PR&RD and Assistant Labour Officer. But that equation was disturbed by the Tenth Pay Revision Commission which assigned them lesser pay scales. It is therefore requested to assign a pay scale to the Sub Registrar Grade I on par with that of the Tahsildar, Mandal

Parishad Development Officer and Deputy Commercial Tax Officer and the Sub Registrar Grade II on par with the Assistant Registrar Co-operative Societies, Extension Officer PR&RD and Assistant Labour Officer.						
Sub-Registrar Grade I						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	16150-42590 (19)	31460-84970 (19)	Sub-Registrar Grade II ₹.28940-78910 (17)	District Registrar ₹. 37100-91450 (21)
Compared Post: Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Compared Post: Mandal Parishad Development Officer (MPDO)						
3110-6380 (18)	5980-12100 (18)	9285-2155 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹.29760-80930 (18)	Deputy Chief Executive Officer ₹. 42490-96110 (23)
Mode of Appointment: By promotion from the category of Sub-Registrar Gr-II.						
Sub-Registrar Grade II						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹. 22460-66330 (12)	Sub- Registrar Grade-I ₹. 31460-84970 (19)

Compared Post: Assistant Registrar, Cooperation						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Senior Inspector ₹. 26600-77030 (16)	Deputy Registrar ₹. 37100-91450 (21)
Compared Post: Extension Officer PR&RD						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I. ₹.28940-78910 (17)	Mandal Parishad Development Officer/ Divisional Panchayat Officer. ₹.35120-87130 (20)
Compared Post: Assistant Labour Officer						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Assistant Commissioner ₹.37100-91450 (21)
Mode of Appointment: By direct recruitment or by transfer from the category of Senior Assistant						
Qualification: For Direct Recruitment - A Degree						

Recommendations:

The category of Sub-Registrar Grade-I is a promotion post from the category of Sub-Registrar Grade-II. Except for the 9th PRC, in the other PRCs this category enjoyed a pay scale slightly lower than that of the other Mandal level functionaries like Tahsildar and Mandal Development Officer. Moreover the next promotion post in the hierarchy (District Registrar) has been assigned pay grade-21.

The post of Sub-Registrar Grade-II has a Direct Recruitment channel for appointment and the recruitment process is conducted by the APPSC through its Group-II examination. Some of the other posts, which are under the umbrella of Group-II Executive Posts, are Deputy Tahsildar, GST Officer, Assistant Labour Officer, Assistant Registrar, Co-operation, Municipal Commissioner Grade III, Excise Sub-Inspector, E.O. (P.R.&R.D.) etc. The Commission is of the view that the entry through a common entrance examination cannot be the sole criterion for drawing parities between different categories of posts. The Group-II posts mentioned above have accordingly been assigned different pay grades ranging from 16 to 18 depending on the assessment of their nature and complexity of duties and responsibilities by various PRCs. The Commission however

observes that the category of Senior Assistant is the feeder category for this post and also the category has existing parity with the post of Deputy Tahsildar.

Hence keeping in view the qualifications, duties and responsibilities and existing parities, the Commission assigns the following pay scales:

Sub Registrar Grade I	₹. 48440-137220 (Grade-19)
Sub Registrar Grade II	₹. 45830-130580 (Grade-18) (improved by one pay grade)

24. (f). ENDOWMENTS DEPARTMENT

The Endowments Department administers the registered and unregistered Charitable and Hindu Religious Institutions and Endowments duly ensuring that their income is properly appropriated for objects for which they are established. The following are the functions of the Department:

- Protection of the valuable properties endowed to the Charitable and Religious Institutions
- Maintenance of sanctity at religious places in order to uphold the sentiments of the devotees
- Day to day administration in temples and other religious places ensuring smooth functioning of these institutions without disturbance and public outcry
- Providing basic amenities and taking up developmental works through the Engineering wing of the department.
- Eviction of encroachments
- Inculcation of Vedic culture

The department is headed by the Commissioner who is assisted by two Additional Commissioners, one Joint Commissioner, one Deputy Commissioner, one Assistant Commissioner with supporting staff at the Commissionerate and in the field there are two Joint Commissioners at Tiruapathi and Rajahmundry, four Deputy Commissioners at Visakhapatnam, Kakinada, Guntur and Kurnool, thirteen Assistant Commissioners at District level and Inspectors in Divisions. The Executive Officers are in charge of individual temple management.

The Andhra Pradesh Charitable and Hindu Religious Institutions and Endowments Service Rules, 2002 issued vide G.O. Ms. No. 245, Revenue (Endt. 1) Department dated 08.05.2002 and The Andhra Pradesh Charitable and Hindu Religious Institutions and Endowment Subordinate Service (Non-Gazetted) Rules issued vide G.O. Ms. No. 262, Revenue (Endowments) Department dated 20.05.2002 govern various cadres of Endowments Department.

1. Assistant Commissioner / Jewelry Verification Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that the Assistant Commissioner /Jewellery Verification Officer (First level Gazetted) carried the pay scale of Rs.18030-43630 for which the corresponding scale in the Revised Pay Scales of 2015 should have been ₹.35120-87130. But the pay scale assigned to this category in the Revised Pay Scales, 2015 was only ₹.31460-84970. It is therefore requested to rectify the same.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	31460-84970 (19)	Superintendent Executive Officer Grade I ₹.28940-78910 (17)	Deputy Commissioner ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment/ by transfer from the category of Superintendent or Executive Officer Grade-I/ by transfer of a person, who has been holding an equivalent post of Asst. Commissioner in any of the Charitable or Hindu Religious Institutions and Endowments						
Qualification: By Direct Recruitment - practice as an advocate in the High Court of Andhra Pradesh for not less than nine years; By promotion/ transfer - Must have passed Accounts Test for Executive Officers or Accounts Test for Sub-ordinate Officers Part-I & II and the Andhra Pradesh Endowment Department Test Papers- I & II						

Recommendations:

On a verification of past records it is evident that this category was assigned a pay scale of ₹18030-43630 (Grade-20) by the 9th PRC (as discussed in Vol. II/2) but the same was by mistake not incorporated at the appropriate place in Volume III of the 9th PRC report. However, the mistake was subsequently rectified vide GO Ms No.52, Finance (PC I) Department dated 25.2.2010. Later, since there was no representation from this category, the 10th PRC did not discuss any revision of pay scale for it in Volume II/2 of its report and in Volume III of its report, under Schedule-2, the Existing Scale and Revised Scale were shown as ₹16150-42590 and ₹.31460-84970 (Grade-19) respectively. Apparently the subsequent rectification done at the Government level through issue of a G.O., as quoted above, was not brought to the notice of the 10th PRC. There is thus an evident error on the face of the record and it has been aptly pointed out for rectification. The Commission agrees with the request and accordingly assigns a pay scale of ₹.54060-140540 (Grade 20) in the current RPS to the post of Assistant Commissioner, Endowments/ Jewelry Verification Officer.

The same pay scale/ pay grade shall also apply to the posts of Gazetted Superintendents/ Gazetted Special Category Stenographer, which were given equivalent status with that of the Assistant Commissioner of Endowments vide G.O. Ms. No.572, Revenue (Endowments-I) Department dated 16-11-2018 read with

G.O.Ms. No.42, Finance (SMPC) Department dated 13-04-2010 and G.O.Ms. No.443, Revenue (Endowments-I) Department dated 13-04-2006.

2. Executive Officer Grade I ₹. 28940-78910 (Grade 17)

Request: It is represented that the post of Executive officer Grade I is one of the most important ones and plays a key role in the Department. He is the custodian of the temple assets, accounts for the incomes, is in charge of public auctions of temple properties, attends to court cases and manages Temple Festivals on a large scale. It is requested to assign a higher pay scale of ₹.29760-80930 on par with that of the Municipal Commissioner Grade III, Assistant Registrar of Co-operation and Extension officer (PR&RD).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Executive officer Grade I						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5300-11300 (16)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Executive Officer Grade II ₹. 22460-66330 (12)	Assistant Commissioner ₹. 31460-84970 (19)
Compared Post: Municipal Commissioner Grade III						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Manager ₹.26600-77030 (16) Sanitary supervisors ₹.24440-71510 (14) Sanitary Inspector ₹.22460-66330 (12)	Municipal Commissioner Grade II ₹.35120-87130 (20)
Compared Post: Extension Officer PR&RD						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I. ₹.28940-78910 (17)	Mandal Parishad Development Officer/ Divisional Panchayat Officer. ₹.35120-87130 (20)

Compared Post: Assistant Registrar of Co-operative Department						
2600-5580 (15)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Senior Inspector ₹.26600-77030 (16)	Deputy Registrar 37100-91450 (21)
Mode of Appointment : By Direct recruitment/ by promotion from the category Executive Officer Grade II/ by transfer of Superintendents						
Qualification: By Direct Recruitment - A Bachelor's degree or equivalent; By promotion/ Transfer - Must have passed Accounts Test for Sub-ordinate Officers Part-I (ii) Must have passed Endowments Department test Part-I and Part-II						

Recommendations:

This category has a channel for direct recruitment through Group-II examination of the APPSC along with other categories such as Deputy Tahsildar, GST Officer, Assistant Labour Officer, Sub-Registrar Grade-II, Assistant Director (H&T), Excise Sub-Inspector etc. In the past this post has been having parity with that of Superintendents in APMS. Considering the qualification prescribed and duties and responsibilities attached to the post, pay scale assigned to the feeder and promotion categories and some of the peer Group-II recruits, the Commission feels that it would be appropriate to enhance the existing pay scale by one grade and accordingly assign the pay scale of ₹.45830-130580 (Grade-18) to the category of Executive Officer Grade-I of the Endowment Department.

3. Senior Assistant /U.D. Inspector ₹. 21230-63010 (Grade 11)

Request: It is represented that the post of Senior Assistant/ U.D. Inspector of Endowments Department used to carry the same scale of pay as that of the Executive officer Grade II since a long time. But in last pay revision, the Executive Officer Grade II was assigned a higher pay scale of ₹. 22460-66330 whereas the Senior Assistant/UD Inspector was assigned a lower scale of ₹. 21230-63010. It is requested to assign a higher pay scale as applicable to the post of Senior Assistants under Common categories.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Junior Assistant ₹16400-49870 (7)	Superintendent ₹28940-78910 (17)

Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹16400-49870 (7)	Superintendent ₹28940-78910 (17)
Executive Officer Grade-II						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Executive Officer Gr-III/ Junior Assistant ₹16400-49870 (7)	Executive Officer Gr-I 28940-78910 (17)
Mode of Appointment: By promotion from the category of Junior Assistant.						

Recommendations:

The Senior Assistant post constitutes a part of the Common Category and is governed by the APMS Rules. Right from the 1993 RPS to the 2010 RPS they were assigned the same pay scale as that of the Senior Assistants in the 'Common Category'. As has been pointed out by the Association, the category of Executive Officer Gr-II was also being assigned the same pay scale. It is only in the 2015 RPS that the Senior Assistants were given a lower pay scale compared to the Senior Assistants in the Common Category/ Executive Officer Grade-II. As such the earlier parity is restored and a pay scale on par with the Senior Assistants in 'Common Categories' (i.e. ₹.37640-115500) (Grade-14) is assigned to this post.

The same pay grade (Grade-14) shall also be assigned to the category of Executive Officer Grade-II (appointed by transfer of Senior Assistants).

Similarly the pay grade of the Executive Officer Grade-III (appointed by transfer of Junior Assistants and with the same qualification of Graduate Degree), which is the feeder category to the post of Executive Officer Grade-II, shall be the same as that of the Junior Assistant (₹.28280-89720) (Grade-9) in the 'Common Categories'.

25. SCHOOL EDUCATION DEPARTMENT
25. (a). SCHOOL EDUCATION DEPARTMENT

The School Education Department administers the schools and institutions which impart elementary education and training to teachers under the Government, aided and private managements. It aims at educating and nurturing all students, promoting enrollment and retention and improving quality of education and school infrastructure. There are 62,182 Schools including Primary Schools, Upper Primary Schools and High Schools. The total students enrollment from Primary to High School is 69,91,634. The total Teachers strength is 2,86,311. The Department is headed by the Director/ Commissioner of School Education. Various cadres of the department are governed by the Andhra Pradesh Educational Service Rules issued vide G.O. Ms. No. 73, Education (SE Ser. I) Department dated 20.09.2017 and Andhra Pradesh Educational Subordinate Service Rules, issued vide G.O. Ms. No. 74, Education (SE Ser. I) Department dated 20.09.2017.

- | | | |
|-----------|--|-----------------------------------|
| 1. | Director | ₹. 80930-110850 (Grade 31) |
| 2. | Additional Director | ₹. 61450-105810 (Grade 28) |
| 3. | Joint Director | ₹. 52590-103290 (Grade 26) |
| 4. | District Educational Officer/
Deputy Director | ₹. 46060-98440 (Grade 24) |
| 5. | Deputy Educational Officer/
Head Master/Head Mistress | ₹. 40270-93780 (Grade 22) |
| 6. | Assistant Director | ₹. 40270-93780 (Grade 22) |

Request: In reply to the Questionnaire circulated by the Commission the Teachers Associations have suggested revised pay scales to the above mentioned categories.						
Director (if held by departmental officer)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Additional Director ₹.61450-105810 (28)	
Mode of Appointment: By promotion from the category of Additional Director or by transfer from other services						

Additional Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Joint Director/ Regional Joint Director ₹.52590-103290 (26)	Director ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Joint Director/ Regional Joint Director.						
Joint Director/ Regional Joint Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director/ District Educational Officer ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of Deputy Director/ District Educational Officer						
Qualification: Graduate degree in Arts/Science/ Commerce and a Graduate Degree in Education						
Deputy Director/ District Educational Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Deputy Educational Officer / Senior Lecturer DIET/ Assistant Director ₹.40270-93780 (22)	Joint Director, Regional Joint Director ₹.52590-103290 (26)

					Lecturer SCERT/IASE/CTE ₹.37100-91450 (21)	
Mode of Appointment: By Promotion Of Deputy Educational Officer, Headmaster/ Headmistress, Lecturer, SCERT/IASE/CTE, Senior Lecturer DIET, Assistant Director						
Qualification: (1) Graduate degree in any subject and a Graduate Degree in Education (2) Service of one year as Deputy Educational Officer						
Deputy Educational Officer, Gazetted Head Master/Head Mistress Grade-I						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Gazetted Head Master Grade-II, Mandal Education Officer, Deputy Inspector of Schools ₹.35120- 87130 (20)	District Educational Officer / Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By Direct recruitment/ by promotion of Gazetted Head Master/ Head Mistress Grade-II, Mandal Education Officer						
Qualification: Direct Recruitment- A first or second class Post Graduate Degree in any subject suitable for admission into B.Ed. Course, Promotion/Transfer- Graduate degree in Arts/Science/ Commerce and a Graduate Degree in Education						
Assistant Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-21835 (20)	18030-43630 (20)	40270-93780 (22)	Recruitment by transfer from Superintendent / Auditor of A.P.M.S. ₹.28940-78910 (17)	District Educational Officer/ Deputy Director ₹.40270-93780 (22)
Mode of Appointment: By transfer from Superintendent / Auditor in A.P.M.S.						
Qualification: A Graduate degree in Arts/Science/ Commerce						

Recommendations:

After taking into account the qualification levels prescribed, job profile and parities with equivalent categories in other similar Departments, the Commission assigns the following corresponding pay scales to all the categories, except the Additional Director, in whose case the pay scale is enhanced by one Grade:

- Director ₹. 124380-179000 (Grade-31)
- Additional Director ₹. 101970-174790 (Grade-29)
- Joint Director ₹. 80910-166680 (Grade-26)
- District Educational Officer / Deputy Director ₹. 70850-158880 (Grade-24)
- Deputy Educational Officer Head Master/Head Mistress ₹. 61960-151370 (Grade-22)
- Assistant Director ₹. 61960-151370 (Grade-22)

7. Lecturer (DIET) ₹. 35120-87130 (Grade 20)

<p>Request: It is represented that the DIET Lecturers take classes for the two year Diploma in Elementary Education course for those who have completed the two year Intermediate course whereas the Junior Lecturers take classes for the two year Intermediate course after passing out in the SSC examination. The qualification for the DIET Lecturers is Double Post Graduation i.e. M.A./M. Ed. or M.Sc. /M. Ed whereas the qualification for Junior Lecturers is single Post Graduation only. Further the nature of duties of DIET Lecturers are more onerous than those of the Junior Lecturers. In the Revised Pay Scales of 2010, both DIET Lecturers and Junior Lecturers carried the same scale of pay but in the Revised Pay Scales of 2015 the DIET Lecturers were assigned a lower pay scale than that of the Junior Lecturers. They have requested to restore parity.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	School Assistants and Head Masters of Primary Schools ₹.29840-78910 (17)	Joint Director ₹. 52590-103290 (26)

Compared Post: Junior Lecturer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	School Assistant ₹.28940-78910 (17)	Principal Junior Colleges ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment/ by transfer from School Assistants and Head Masters of Primary Schools in School Education Subordinate Service						
Qualifications: A first or second class Post Graduate Degree in concerned subject and a first or second class Post Graduate Degree in Education with the concerned subject as one of the methodologies.						

Recommendations:

The District Institutes of Educational Training (DIET) were established in each District by the Government to help in coordinating and implementing Government policies. They impart training for orientation of teachers to innovation in teaching and learning at school level. They are meant to train primary and elementary school teachers. They have been established as centres of guidance for educational institutions of a District. They do research and experimental work in educational domain, conduct pre-service/ in-service training of teachers of elementary school, act as District Resource Units and help in curriculum material development and evaluation. They also train and orient heads of institutions in institutional planning and management and micro-level planning.

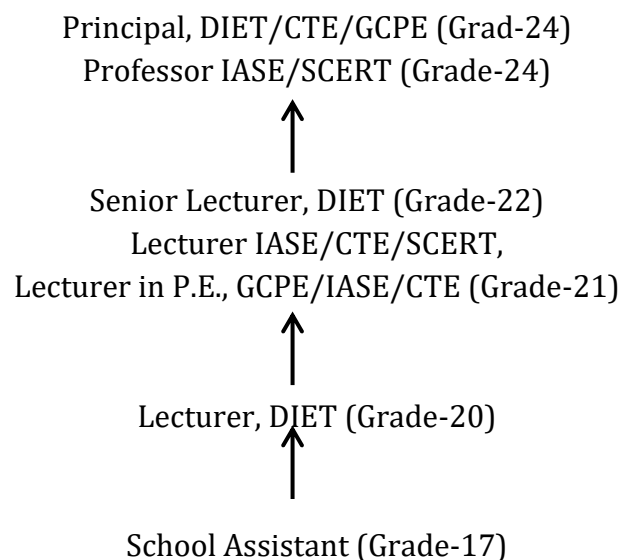
The Commission fully appreciates the rationale advanced by the Lecturers, DIET for restoration of parity with the Junior Lecturers of Intermediate Education Department. In fact these two categories were at par from the 1993 RPS till the 2010 RPS but the same was disturbed only in the 2015 RPS. Considering this the Commission assigns pay scale of ₹.57100-147760 (Grade-21) to this category on par with that of the Junior Lecturers, thus elevated by one pay grade. The same pay scale shall also be applicable to the categories of (i) Lecturer in Physical Education, DIET (ii) Regional Inspector of Physical Education

Consequently the pay scale of the categories of Lecturer in Library Science (IASE/CTE) and Lecturer in Fine Arts/Performing Arts, DIET is improved by one grade to ₹.54060-140540 (Grade-20), i.e. elevated by one pay grade.

A brief outline about DIET and its functions are given above. The School Education department also has under its fold the College of Teacher Education (CTE) and the Institutes of Advanced Studies in Education (IASE), opened under the Government of India (MHRD) sponsored scheme of 'Teacher Education'. The main purpose of these

Institutions is to improve the quality of teacher education at the Secondary/ Senior Secondary level. They conduct pre-service and in-service training courses for teachers at the High School level. Similarly the State Council of Educational Research and Training (SCERT) prepares modules for teacher training and conducts specialized courses for teacher educators and school teachers. They also provide academic guidance to schools through extension services and undertake evaluation and research studies to find out the impact of educational programmes in the State.

We now proceed to examine the hierarchy of posts in the set-up of all the teacher training related institutes i.e. DIET, CTE, IASE, SCERT and also the Government College of Physical Education (GCPE). They are as follows (current Pay Grades in brackets):



It is observed from above that the categories of Lecturer IASE/CTE/SCERT have the same qualification as well as feeder and promotion categories as the Senior Lecturer, DIET. All these are first level promotion posts in the School Education Service. Hence they should be at par. Hence considering the horizontal parities, vertical hierarchical structure, promotional ladders as per extant Service Rules as well as qualification levels, the Commission assigns the following pay scales to the categories mentioned below:

- | | |
|--|---|
| Lecturer IASE/CTE/ SCERT | ₹. 61960-151370 (Grade-22) |
| Lecturer in Physical Education (GCPE/IASE/CTE) | (improved by one grade on par with Senior Lecturer, DIET) |
| Inspector of Physical Education | |

The same pay scale ₹.61960-151370 (Grade-22) shall be applicable to the category of Statistical Officer who is appointed by transfer from the categories of (a) Deputy Educational Officer/Head Master/Head Mistress (b) Parishad

Educational Officer (c) Lecturer, IASE/CTE/ SCERT and (d) Senior Lecturer, DIET, all of whom have also been assigned the same pay scale (i.e. Grade-22).

**8. Mandal Education Officer/
Head Master/Head Mistress
in Government/
Zilla Parishad High Schools ₹. 35120-87130 (Grade-20)**

Request: It is requested to assign the pay scale of as applicable to the Junior Lecturers						
Mandal Education Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	School Assistants and Head Masters of Primary Schools ₹.28940-78910 (17)	Deputy Educational Officer, Head Master and Head Mistress Grade-1, Parishad Educational Officer ₹.40270-93780 (22) Lecturer SCERT/IASE/CTE ₹.37100-91450 (21)
Compared Post: Junior Lecturer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17) Senior Assistant ₹22460-66330 (12) Junior Assisat ₹.16400-49870 (7)	Principal Junior Colleges ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment/transfer from School Assistants and Head Masters of Primary Schools						
Qualification: Bachelor Degree in Arts, Science or Commerce and a Degree in Education						

Recommendations:

Comparison of the category of Mandal Education Officer and Head Master/Head Mistress in Government a Zilla Parishad High Schools with the Junior Lecturers is not apt as the qualifications for the latter are higher (second class Post Graduation Degree in the relevant subject with a minimum 50% marks or B.A.(Hons) / B.Sc. (Hons.) / B.Com (Hons)). Further, the duties and responsibilities of these categories are different. The Commission also finds that the category of Mandal Education Officer has all along been assigned a pay scale on par with that of the Mandal Development Officer. Keeping in view the qualifications and duties and responsibilities, it is considered that the existing pay scale is adequate. Accordingly, a corresponding pay scale of ₹.54060-140540 (Grade-20) is assigned to these categories.

9. Secondary Grade Teacher/
Language Pandit/
Physical Education Teacher/
Specialist Teachers ₹. 21230-63010 (Grade 11)

Secondary Grade Teacher/Language Pandit/Physical Education Teacher/Specialist Teacher						
Request: It is represented that the gap in the pay scales of the Secondary Grade Assistants and School Assistants Grade-I is very wide and requested to reduce the gap by improving the pay scale of the former. Various Associations have proposed various scales of pay in Grades 12 to 15. One request among them is for parity with the Senior Assistants (Grade-12).						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	School Assistant/ Headmaster of Primary School ₹.28940-78910 (17)
Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant Typist ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Mode of Appointment: By Direct Recruitment						
Qualifications: Intermediate or its equivalent qualification and two year D.Ed. Certificate						

Recommendations:

Historically, in various previous PRCs the Senior Assistants have been placed at a relatively higher pay scale compared to the Secondary Grade Teachers and equivalent categories. Their job profiles differ. Also the category of Senior Assistant is the first level promotion post in the APMS whereas Secondary Grade Teacher is an entry level post in the School Education Sub-ordinate Service. Moreover the qualification prescribed for appointment to the feeder category for Senior Assistant, i.e. the Junior Assistant, has since been enhanced to Graduation Degree with a pass in Proficiency Test in Office Automation with usage of computer and associated software and this is higher than the qualification prescribed for the Secondary Grade Teacher. Keeping the above aspects in view, the Commission is not inclined to agree with the request for parity with the category of Senior Assistant. However keeping in view the importance of elementary education in laying a firm foundation for the future citizens of the country and the need for attracting better quality of talent to the profession of elementary teaching the Commission assigns the pay scale of ₹.34580-107210 (Grade-12) to this category, thus improving the same by one pay grade.

25. (b). ADULT EDUCATION DEPARTMENT

The major focus of the Adult Education Department has been on implementation of Saakshar Bharat Programme, a Centrally Sponsored Programme, in the State. The Programme had four-fold aims, i.e. to promote

1. Basic Literacy
2. Basic Education
3. Vocational Skills
4. Continuing Education

The Programme also endeavoured to reduce the gender disparities in the literacy level. In Andhra Pradesh, 10 districts, except West Godavari, Krishna and East Godavari Districts, which are having more than 50% of female literacy, were covered under the Saakshar Bharat Programme. The programme has however been discontinued with effect from 1-4-2018. In its place the new programme christened 'Padhna Likhna Abhiyan' has been announced for implementation by the Government of India.

The Department is headed by the Director/ Joint Director, who is supported by the Deputy Director, Assistant Directors, Assistant Project Officers and other Ministerial staff.

The representations received from the employees are discussed below:

- | | |
|---|----------------------------|
| 1. Director | ₹. 56870-105810 (Grade-27) |
| 2. Joint Director | ₹. 52590-103290 (Grade-26) |
| 3. Deputy Director | ₹. 46060-98440 (Grade-24) |
| 4. Assistant Director/
Project Officer | ₹. 37100-91450 (Grade-21) |

Request: It is informed that the post of Director has been allocated to Telangana State at the time of division of cadres. A common request has been made to grant pay scales and other facilities to the categories of Director, Joint Director, Deputy Director and Assistant Director on par with those of similar categories in other Departments. Another request has been made for creation of new posts in the discussed categories for the smooth functioning of the department.

Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Joint Director ₹.52590-103290 (26)	
Mode of appointment: (i) By promotion of Joint Director (ii) By transfer on tenure basis on an Officer of not below the rank of Joint Director School Education						
Joint Director						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Director ₹.56870-105810 (27)
Mode of appointment: By promotion from the category of Deputy Director. If no qualified Deputy Director is available by transfer on tenure of a Joint Director of School Education Department.						
Deputy Director						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director/ Project Officer ₹.37100-91450 (21)	Joint Director ₹.52590-103290 (26)
Mode of Appointment: By promotion from the category of Assistant Director/Project Officer and if no qualified Assistant Director is available, by transfer on tenure of Deputy Director of School Education Department.						
Assistant Director/ Project Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant Project Officer ₹.29760-80930 (18) Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment/by transfer from the category of Assistant Project Officer/by transfer of Superintendent of Ministerial Service						
Qualifications: By Direct Recruitment/transfer: Degree along with a Degree in Education/Adult Education						

Recommendation:

The above mentioned posts are in the direct line of promotion in the State Service of Adult Education Department. It is seen that the pay scales/ grades assigned to the categories of Joint Director, Deputy Director and Assistant Director of Adult Education Department are the same as those fixed for the equivalent categories in many other Government Departments including the Departments of Intermediate Education and Collegiate Education. These pay scales are apt for the posts discussed. With regard to the post of Director, it is understood that the same has been allocated to the Telangana State at the time of cadre division post bifurcation of the former State. Even otherwise, considering the departmental size, span of control and extent of activities undertaken by the Department, the Commission feels that the present pay grades are appropriate. Accordingly the following corresponding scales are assigned:

Director	₹. 87480-170580 (Grade-27)
Joint Director	₹. 80910-166680 (Grade-26)
Deputy Director	₹. 70850-158880 (Grade-24)
Assistant Director	₹. 57100-147760 (Grade-21)

5. Assistant Project Officer ₹. 29760-80930 (Grade-18)

Request: The Employees Association has stated that the Assistant project Officers (APO) are working at the Revenue Division level and play a key role in training and guidance of the Mandal level functionaries and coordinating their work. The APO has to tour extensively in his/her jurisdiction and ensure the success of the Adult Education Programme. He gives feedback to the District level officials about the activities undertaken and their impact. It is finally requested to assign a higher pay scale corresponding to ₹.35120-87130 (Grade-20).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Statistical Assistant ₹.24440-71510 (14)	Project Officer ₹.37100-91450 (21)
					Supervisors (Adult Edn.) ₹.22460-66330 (12)	

Mode of appointment: By promotion of Statistical Assistant and Supervisor OR by deputation on tenure basis from School Education Dept. of officers working in identical posts OR by direct recruitment.

Qualification: Graduation. Preference is given to those who underwent training in Adult Education or have degree/ diploma in Adult Education Programmes etc, worked with disadvantaged groups and whose experience indicates an ability to work patiently for long terms goals in Adult Education Department.

Recommendation:

Considering the nature and scope of work, qualification prescribed and the pay scales attached to the feeder and promotion categories the Commission is of the view that the current pay grade is adequate. Accordingly the corresponding pay scale of ₹.45830-130580 (Grade-18) is assigned to this category.

6. Statistical Assistant ₹. 24440-71510 (Grade-14)

Request: It is stated that this category of posts exists in each District Office @ one each and another one in the Directorate. The Statistical Assistant has to look after most of the office administration in the District Offices since there are no supporting Ministerial staff. He prepares pay bills, looks after accounts and consolidates all reports and statistics. He also assists in preparation of action plans. It is finally requested to assign a higher pay scale corresponding to ₹.26600-77030 (Grade-16).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹						
2195-4560 (11)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Supervisors (Adult Edn.) ₹.24440-70 (12)	Assistant Project Officer ₹.29760-80930 (18)

Mode of appointment: By transfer of Senior Assistants and promotion of Supervisors OR by transfer on tenure basis of staff working in similar posts in the Economics and Statistics Department OR by direct recruitment

Qualification: By transfer - Bachelor's Degree with Mathematics or Statistics as one of the subjects and 2 years of service in the feeder category.;
Direct Recruitment- Bachelor's Degree in Mathematics or Statistics

Recommendation:

This post has similar function and qualification as that of the category of Assistant Statistical Officer in the Economics and Statistics Department. Considering this, it is assigned a pay scale of ₹.38720-118390 (Grade-15) on par with that of the cited category, thus improving by one pay grade.

7. Supervisor ₹. 22460-66330 (Grade-12)

Request: It is stated that the Adult Education Supervisor is a field level functionary who plays a pivotal role in the implementation of various programmes like Adult Education, Continuing Education, Open Basic Education etc. He also coordinates with other departments in the implementation of welfare programmes such as Vanam Manam. Neeru Chettu, Swachhh Bharat, Janma Bhoomi Maa Vooru, school children enrolment etc. It is stated that his services have direct impact on improving literacy levels. Finally, the request is to assign a higher pay scale corresponding to ₹.24440-71510 (Grade-14).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹						
2075-4270 (10)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-49870 (7) Secondary Grade Teachers ₹.21230-63010 (11)	Statistical Assistant ₹.24440-71510 (14)

Mode of appointment: (1) By transfer of Junior Assistants/ Typists OR (2) by transfer of Secondary Grade Teachers/Language Pandit in School Education Dept OR by deputation of employees in identical category in School Edn./Agrl./M&H/WD&CW Dept. OR (3) by direct recruitment.

Qualification (Before amendment of Rules in June, 2019): By transfer- Should have worked in the field/ department of Adult Education for at least two years, **By promotion-** S.S.C. (preference for experienced Adult Education Teachers, Extension Workers, NSVS/NSS and community social service volunteers and those having academic qualification in adult Education) and three years service experience in feeder post; **Direct Recruitment-** S.S.C. (preference for experienced Adult Education Teachers, Extension Workers, NSVS/NSS and community social service volunteers and those having academic qualification in adult Education). **Modified in G.O.Ms. No.38, S.E.Dept. dt. 04-06-2019 to Graduation.**

Recommendation:

Considering the nature and scope of work, responsibilities attached, qualification prescribed (qualification modified very recently in June, 2019 to Graduation) and the pay scales attached to the feeder and promotion categories the Commission assigns the improved pay scale of ₹.35570-109910 (Grade-13) to this category.

25. (c). DIRECTORATE OF GOVERNMENT EXAMINATIONS

The Directorate of Government Examinations is an independent body which conducts SSC and Vocational SSC examinations. These are the major examinations with a registration of lakhs of candidates for the Annual and Advanced Supplementary Examinations. The other examinations conducted by the Directorate are the D.Ed. Public Examination, Primary Teacher Training Certificate Examination, Certificate examination in Library Sciences and Accounts Tests for Head Masters etc. The following are the other services i.e., issue of Duplicate Certificates, issue of Compartmental Pass Certificate, issue of Memos, Age and Migration Certificate, Corrections in certificates etc.

1. Assistant Commissioner ₹. 37100-91450 (Grade-21)

Request: A representation has been filed stating that in the 2015 RPS the pay scale for the post of Assistant Commissioner for Government Examinations, working in the offices of District Educational Officer, has been raised to ₹.40270-93780 (Grade-22) on par with the scale of the Deputy Educational Officer and Gazetted Head Master Grade-I. However in the office of the Director of Government Examinations the same post has been assigned a revised pay scale of ₹.37100-91450 (Grade-21). This has resulted in an anomaly with the same rank officer drawing two different pay scales at the District level and the Head Office level. It has therefore been requested to enhance the pay scale of the Assistant Commissioner for Government Examinations in the office of the Director of Government Examinations to Grade-22.				
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post				
1993	1999	2005	2010	2015
₹.				
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)
Mode of appointment: By transfer of Superintendents in APMS.				
Qualification: Graduate degree and pass in Accounts Test for Executive Officers or for Sub-ordinate Officers Part-I				

Recommendations:

It is observed that the Tenth PRC assigned the pay scale ₹37100-91450 (Grade-21) to the category of Assistant Commissioner for Government Examinations after discussing its request at page-148 of Vol- II/1 of its report. The same pay scale/ grade was also indicated at page-73 of Vol.-III. However a different pay scale of ₹.40270-93780 (Grade-22) was assigned at page-67 of Vol.-III to the same category functioning in the School Education Department without any corresponding discussion in Vol-II/1. This has resulted in an anomaly.

The Commission finds that the Ninth PRC assigned the same pay scale of ₹.18030-43630 (Grade-20) to the category of Assistant Commissioner for Government Examinations working in the DEO Offices (under the School Education Department) as well as the Directorate of Government Examination. The same scale was also extended to the categories of Assistant Director, Deputy Educational Officer and Gazetted Head Master Grade-I of School Education Department. However in the 2015 RPS (Tenth PRC), except for the post of Assistant Commissioner for Government Examinations in the office the Director of Government Examinations, all other categories mentioned above were assigned a higher pay scale (Pay Grade-22).

The Commission finds that the post of Assistant Director, School Education department is an equivalent category to the category under discussion and both have the same feeder category of Superintendent in APMS. The Commission therefore recommends that the Assistant Commissioner for Government Examinations be assigned the revised pay scale of ₹.61960-151370 (Grade-22) irrespective of the location of the post, thereby removing the anomaly.

- | | |
|---------------------|---------------------------|
| 2. Superintendent | ₹. 28940-78910 (Grade-17) |
| 3. Senior Assistant | ₹. 22460-66330 (Grade-12) |

A request was received from the Ministerial employees to assign pay scales to the categories of Superintendents and Senior Assistants on par with those fixed for the Section Officers and Assistant Section Officers of the Andhra Pradesh Secretariat Service.

The Commission is of the view that the angles from which various issues are dealt with and the manner in which they are presented for decision making by the Section Officers and Assistant Section Officers in the State Secretariat are quite different from those at the level of the Directorate. The Commission has dealt with the matter of assignment of appropriate pay scales to the captioned categories under the Heading 'Common Categories'. The same recommendations shall be applicable to the above listed categories also.

25. (d). INTERMEDIATE EDUCATION

The two-year Intermediate Course was introduced vide G.O. Ms. No.1458, Education (V) Department dated 28.06.1969. The Junior College system started functioning from the year 1969-70 under the control of Director of Public Instruction. A separate Directorate of Intermediate Education was formed vide G.O. Ms. No. 343, Education Department dated 31.10.1989 by segregating it from the Director of Public Instructions.

- | | |
|---|-----------------------------------|
| 1. Additional Director | ₹. 61450-105810 (Grade 28) |
| 2. Joint Director | ₹. 52590-103290 (Grade 26) |
| 3. Deputy Director | ₹. 46060-98440 (Grade 24) |
| 4. District Vocational Educational Officer | ₹. 46060-98440 (Grade 24) |

Request: It is represented that the pay scales of the Additional Director, Joint Director, Deputy Director and District Vocational Officer be enhanced by one stage each and the following Revised Pay Scales, as suggested by the Association, be assigned:

Additional Director	₹. 151350-265150 (Grade 29)
Joint Director	₹. 127850-257150 (Grade 27)
Deputy Director/ District Vocational Officer	₹. 110950-242150 (Grade 25)

In another representation it was requested to assign the pay scale of ₹.52590-103290 (Grade 26) to the Deputy Director and District Vocational Officer.

Additional Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Joint Director ₹.52590-103290 (26)	

Mode of Appointment: By promotion from the category of Joint Director and, if not available, by transfer on tenure basis an Officer of equivalent rank from the Directorate of Collegiate Education/ School Education

Joint Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
5040-8700 (25)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director/ District Vocational Educational Officer ₹.46060-98440 (24)	Additional Director ₹.61450- 105810 (28)
Mode of Appointment: By promotion from the category of Deputy Director (Academic) and, if not available, by transfer on tenure basis an Officer of equivalent rank from the Directorate of Collegiate Education/ School Education						
Deputy Director (Administration)/ Deputy Director (Academic)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Principal ₹.42490-96110 (23) Assistant Director (Admin)/ Chief Auditor/ Administrative Officer ₹.37100-91450 (21)	Joint Director ₹.52590- 103290 (26)
Mode of Appointment: Deputy Director (Administration)-By promotion from the Category of Assistant Director/Chief Auditor/ Administrative Officer; Deputy Director (Academic)- By promotion of Principal, Government Junior College						
District Vocational Educational Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Principal, Govt. Junior College ₹.42490-96110 (23)	Joint Director ₹.52590- 103290 (26)

					Deputy District Vocational Educational Officer ₹.37100-91450 (21)	
Mode of Recruitment: By promotion from the category of Principal Junior College/ Deputy District Vocational Educational Officer						

Recommendations:

No anomaly has been pointed and no comparison has been drawn with any post. The Commission observes that in most other major non-technical departments the Additional Director, Joint Director and Deputy Directors are at Pay Grades 29, 26 and 24 respectively. The same pay grades are justifiable in Intermediate Education Department also.

Keeping the above aspect in view, the Commission assigns the following pay scales:

Additional Director	₹. 101970-174790 (Grade-29) (improved by one grade)
Joint Director	₹. 80910-166680 (Grade-26)
Deputy Director/ District Vocational Educational Officer	₹. 70850-158880 (Grade-24)

In respect of the category of Additional Director, School Education Department also the Commission recommends maintenance of the same parity and accordingly the pay scale of ₹.101970-174790 (Grade-29) is assigned to it.

5. **Principal of Junior College** **₹. 42490-96110 (Grade 23)**
6. **Junior Lecturer** **₹. 37100-91450 (Grade 21)**

Principal Junior College
Request: It is represented that the Principal is responsible for supervision, execution and administration of Junior Colleges. The Principal is a source of inspiration for students and staff in regard to knowledge, character and culture. Apart from the administrative and academic duties, he is the coordinator between the institution and different agencies outside the institution. He has to submit various reports like academic inspection reports, educational reports etc. to the District Vocational Education Officer and Regional Joint Director of Intermediate Education. The Principal takes responsibility for all the students

and staff, has to be well aware of their requirements including infrastructural facilities and puts all efforts to provide them either from Government sources or local philanthropists/voluntary organizations etc. Despite several pressures the Principal has to exhibit patience and acts as a guide, philosopher, psychologist, motivator and role model to the students who hail from different sections of society. It is stated that the Tenth Pay Revision Commission assigned the corresponding scale to the Principal of Junior College while assigning a higher scale of ₹.46060-98440 (Grade 24) to various cadres, including District Vocational Education Officer, which were in the same pay scale of ₹.21820-48160 (Grade 23) in the Revised Pay Scales 2010) as that of the Principal. It is requested to assign a Revised Pay Scale corresponding to the scale of ₹.46060-98440.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
4140-8140 (22)	7900-15475 (22)	11755-26300 (22)	21820-48160 (23)	42490-96110 (23)	Junior Lecturer ₹.37100-91450 (21)	Deputy Director (Aca) District Vocational Officer ₹.46060-9844022 (24)

Mode of Recruitment: By promotion of Junior Lecturer

Junior Lecturer

Request: It is represented that Intermediate Education is a crucial stepping stone for the students of Science and Commerce taking up professional courses. Most of the students of the State are taking up professional courses in reputed institutions which is a pride for the State. While the Junior Lecturers take classes for the first and second year Intermediate students, the Lecturers of Polytechnic take classes for a single year. It is requested for a pay scale on par with that of the Senior Lecturers (Former Lecturers) in the non-engineering sections of Polytechnics.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17) Senior Assistant ₹22460-66330 (12)	Principal Junior Colleges ₹.42490-96110 (23)

					Junior Assistant ₹.16400-49870 (07)	
Compared Post : Senior Lecturer (Former Lecturer) of Polytechnic in non-Engineering Section						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Lecturer (Former Associate Lecturer) ₹.35120-87130 (20)	Head of Section (Polytechnics / State wide Institutions) ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment (90%) /by transfer of Superintendents, Senior Assistants, Senior Stenos. Junior Assistants and Junior Stenos in the APMS (10%)						
Qualifications: A second class Post Graduation Degree in the relevant subject with a minimum 50% marks or B.A.(Hons)/ B.Sc.(Hons.)/ B.Com (Hons)						

Recommendations:

The Tenth Pay Revision Commission had improved the pay scale of the post of District Vocational Education Officer keeping in view the fact that its feeder post of Principal, Government Junior College was also carrying the same scale of pay in the 2010 RPS, thus resolving the then existing anomaly. Compliance with the request made now would in effect re-establish the same anomaly unless the pay scale of the promotion post of District Vocational Education Officer is also improved! Now the District Vocational Education Officer enjoys parity with the equivalent promotion post of Deputy Director, who is at the same level as the Deputy Directors in most other Departments. Hence the request is not tenable.

As far as the category of Junior Lecturers is concerned, the Commission observes that there are some differences with the Polytechnic Senior Lecturers. Firstly, the qualification standard required of the latter category is a first class Post Graduation Degree while that for the Junior Lecturer is a second class at the Post Graduate level. Secondly, while the Junior Lecturer post is the entry level post in the Andhra Pradesh Intermediate Education Service the category of Senior Lecturer in Polytechnics is the second level post (first level promotion post) in the Andhra Pradesh Technical Education Service.

Keeping the above in view and the relative parities, the Commission feels that the existing pay scales are adequate. Accordingly, the corresponding pay scales of ₹.65360-154980 (Grade-23) and ₹.57100-147760 (Grade-21) are assigned to the Principal and Junior Lecturer, Government Junior College respectively.

7. **Physical Director** ₹. 37100-91450 (Grade 21)

8. **Librarian** ₹. 37100-91450 (Grade 21)

Request: They have requested to maintain parity with Junior Lecturers.						
Physical Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380* (18) 2525-5390** (14)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Physical Director Grade II in School Education ₹.28940-78910 (17)	Physical Director in Degree Colleges ₹.40270-93780 (22)
*for those who possess the qualification mentioned in G.O. Ms. 159 Education Department dated 24.02.1991 **unqualified						
Librarian						
2600-5580 (15)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Junior Assistants Typist ₹.16400-49870 (07) Senior Assistant ₹22460-66330 (12)	Librarian in Government Degree colleges ₹.40270-93780 (22)
Compared Post: Junior Lecturer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	School Assistant ₹.28940-78910 (17)	Principal Junior Colleges ₹.42490-96110 (23)
Mode of Recruitment:						
Physical Directors: By Direct Recruitment/By transfer of Physical Directors Grade II of School Education Subordinate Service						
Librarians: By Direct Recruitment/by transfer of Junior Assistant/Typist/ Senior Assistant						

Qualifications:**a) Physical Directors**

Direct Recruitment: Post Graduation Degree (M.A./MSc/M.Com) with Master's Degree in Physical Education with not less than 50% marks.

Transfer: A Degree in any faculty and M.P.Ed. first or Second Class with not less than 50% of marks

b) Librarians:

Qualifications: Direct Recruitment/Transfer: Bachelors' Degree in Arts/Science/ Commerce and Post Graduate Degree in Library Science in first or second class with not less than 50% of marks.

Recommendations:

Parity exists between Physical Directors/ Librarians of Junior Colleges and Junior Lecturers at present. The same is continued and the corresponding pay scale of ₹. 57100-147760 (Grade-21) is assigned to the two categories discussed here.

9. Assistant Director**₹. 37100-91450 (Grade 21)**

Request: It is requested to assign a pay scale on par with that of the Assistant Director in School Education						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950 14425 (20)	10285 24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent/ Auditor ₹. 28940-78910 (17)	Deputy Director 46060-98440 (24)
Compared Post: Assistant Director (School Education)						
3640-7580 (20)	6950 14425 (20)	10285 24200 (20)	18030-43630 (20)	40270-93780 (22)	Superintendent Auditor ₹. 28940-78910 (17)	Deputy Director 46060-98440 (24)
Mode of appointment : By transfer of Superintendent/Auditor in AP Ministerial Service						

Recommendations:

As can be seen from the above comparison table, the categories of Assistant Director in the School Education and Intermediate Education Departments were having parity (Grade-20) till the 2010 RPS. The qualification prescribed, feeder and promotion categories and nature of job handled etc. are similar. However, in the 10th PRC, the pay scale of the Assistant Director, School Education Department was improved by two stages to Grade-22, 'on par with that of the Deputy Educational Officer and Gazetted Head Master/Gazetted Head Mistress Grade-I' whereas the pay scale of the Assistant Director of Intermediate Education was enhanced by one pay grade to Grade-21. However no logical argument/ specific reason was indicated for this disparity.

The Commission finds that in a vast majority of the non-technical departments, including the Intermediate Education, Collegiate Education, Technical Education and Adult Education, the category of Assistant Director (Administration) has been assigned the pay grade of 21. Hence, the Commission feels it appropriate to assign the corresponding pay scale of ₹.57100-147760 (Grade-21) to the category of Assistant Director, Intermediate Education.

**10. Minimum Time Scale Employees
(Senior Instructors (Vocational),
Junior Lecturers and Computer
Technicians)**

11. Part-time Laboratory Attenders (Vocational)

Request: They have requested to extend the benefit of the Minimum of Time Scale of pay to them from the date of implementation of the recommendations of the Eleventh PRC to the regular employees of the Government.

The Commission's views in these matters have been articulated in Volume-I of its Report.

25. (e). DIRECTORATE OF PUBLIC LIBRARIES AND ZILLA GRANDHALAYA SAMSTHSAS

Directorate of Public Libraries

The Department of Public Libraries came into existence with effect from 01.04.1960 with the enactment of Andhra Pradesh Public Libraries Act, 1960. The main object of the Department is to implement various provisions of the said Act, monitor the functioning of the public libraries and provide necessary infrastructure. The Andhra Pradesh Grandhalaya Samstha is the Apex body of the department which formulates the policies and schemes for development of Library Service in the State. There are four Libraries maintained exclusively by the Government of Andhra Pradesh – State Regional Library, Guntur, Regional Library at Visakhapatnam, Sri Gowthami Regional Library, Rajahmundry and Regional Library, Tirupathi. Efforts are being made to establish the State Central Library, an apex Library in the Capital Region. The department is headed by the Director, who is assisted by the Deputy Directors, Assistant Director/Gazetted Librarian and other supporting staff.

Zilla Grandhalaya Samasthas

There are thirteen Zilla Grandhalaya Samasthas, one in each district, and thirteen libraries under each Zilla Grandhalaya Samastha. There are 887 branch libraries, 252 village libraries and 1234 book deposit centers functioning under the Grandhalaya Samsthas. The pay and allowances of the employees of Zilla Grandhalaya Samsthas are being paid through Grant in Aid.

Request: It is represented that the Librarians in Zilla Grandhralaya Samthas under Public Libraries Department, apart from their regular duties as Librarians, are responsible for organizing various cultural events in Libraries, mobilizing membership, conducting summer camps, preparing of Statistical Reports, maintaining assets, ministerial duties etc. It is stated that though the qualifications are similar, they get pay scales which are lower than those of the teachers.

**1. Gazetted Librarian/
District Central Librarian
& Ex-officio Secretary
(Zilla Grandhalaya Samstha)/
Assistant Director,
Public Libraries**

₹. 37100-91450 (Grade 21)

Librarian (Gazetted) – It is requested to assign a revised pay scale on par with the Librarian in Degree Colleges and assign a pay grade of 23.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant Librarian Grade-I/ Superintendent (Technical) in Public Libraries and Librarian Grade-I/ Deputy Librarian in Zilla Grandhalaya Samsthas ₹.29760-80930 (18) Superintendent/ Auditor in Public Libraries (17)	Deputy Director ₹.46060-98440 (24)
Compared Post: Librarian in Degree Colleges						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	20680-46960 (22)	40270-93780 (22)	Librarian in Junior Colleges ₹.37100-91450 (21)	
Mode of Recruitment: By transfer of Assistant Librarian Grade-I and Superintendent (Technical)/ Superintendent/ Auditor in the A.P. Public Libraries Subordinate Service Rules OR by transfer from the category of Librarian Gr-I/Deputy Librarian of Zilla Grandhalaya Samsthas						

Qualifications: B.A., B.Sc., B.Com. Degree or any other equivalent qualification, Degree in Library Science, pass in Accounts Test and Special Language Test for Officers of Education Department.

Recommendation:

The Commission finds that the compared category of Librarian in Government Degree Colleges has been assigned a pay grade of 22 (and not 23, as stated) i.e. one pay grade higher than that of the Gazetted Librarians and equivalent categories of posts. It is also observed that the former category of post in Government Degree Colleges has a prescribed qualification of Master Degree in Library Science with minimum 55% marks and a pass in NET/SLET, which is higher than the qualification prescribed for the captioned categories, as mentioned in the table above.

Hence the Commission feels that the present pay scale is appropriate and accordingly assigns the corresponding scale of ₹.57100-147760 (Grade-21) to this category.

2. Librarian Grade I / Deputy Librarian ₹. 29760-80930 (Grade 18)
3. Librarian Grade II ₹. 23100-67990 (Grade 13)
4. Librarian Grade III ₹. 18400-55410 (Grade 09)

Librarian Grade I – It is requested to assign the revised pay scale of Grade 20 on par with Librarian in Junior Colleges.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Librarian Grade-II ₹.23100-67990 (13) Senior Assistant (In Public Libraries) ₹.22460-66330 (12)	Assistant Director/ District Central Librarian/ Gazetted Librarian ₹.37100-91450 (21)

Compared Post: Librarian in Junior Colleges						
2600-5580 (15)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)		Librarian in Degree Colleges ₹.40270-93780 (22)
Mode of Appointment: By promotion from the category of Librarian Grade II/ transfer of Senior Assistants under Zilla Grandhalaya Samsthas/By direct recruitment						
Qualifications: (a) A Bachelor Degree (b) Bachelor Degree in Library Science						
Librarian Grade II - It is requested to assign the revised pay scale on par with Superintendents of Ministerial Service						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)	Librarian Grade III ₹. 18400-55410 (9) Junior Assistants (In Public Libraries) ₹. 16400-49870 (7)	Librarian Grade I ₹.29760-80930 (18)
Compared Post: Superintendent						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	
Mode of Appointment: By promotion from the category of Librarian Grade III/by transfer of Junior Assistants/By Direct Recruitment						
Qualifications: By promotion/Direct Recruitment - (a) A Bachelor Degree (b) Bachelor Degree in Library Science or any other equivalent qualification, provided that those who are working in Category (iii) (Librarian Grade-III) on the date of 4-7-1988 shall not be required to acquire the above qualification.						

Librarian Grade III- It is requested to assign the revised pay scale on par with Senior Assistants of Ministerial Service						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	18400-55410 (09)	Junior Supervisor (In Public Libraries) ₹.13780-42490 (03) Record Assistant ₹.15030-46060 (05) Attender ₹.13000-40270 (01)	Librarian Grade II ₹.23100-67990 (13)
Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Mode of Appointment: By promotion from the category of Junior Supervisor/Record Assistant/Attender or by Direct Recruitment.						
Qualifications: By promotion/Direct Recruitment- A pass in Intermediate examination or its equivalent examination and a Certificate in Library Science, provided the those who studied C.L.Sc, course with minimum General Educational Qualifications before July 1984 and passed the course on or before July 1987 shall be exempted from the above qualification						

Recommendations:

Historically, the categories discussed here were never assigned pay scales on par with that of the respective posts compared with. In fact there have been large differences in pay grades in the last five RPSs. The Commission observes that in four successive RPSs i.e. 1993, 1999, 2005 and 2010, the categories of Assistant Librarians Gr-I/II/III were assigned pay scales on par with those of the categories of Superintendents, Senior Assistants and Junior Assistants respectively. Subsequently, in 2014 the qualification prescribed for the entry level post in the Ministerial Service, i.e. Junior Assistant, has been raised to a Bachelor Degree with a pass in Proficiency Test in Office Automation with usage of computer and

associated software. Keeping in view the qualifications prescribed, work profile, feeder categories and existing relativities for the various posts discussed here the Commission assigns the following pay scales to these three categories along with their equivalent categories in the Public Libraries Department:

Zilla Grandhalaya Samstha	Public Libraries	Pay Scale (Grade)
Librarian Grade-I/ Deputy Librarian	Assistant Librarian Grade-I /Superintendent (Technical)	₹.45830-130580 (Grade-18)
Librarian Grade-II	Assistant Librarian Grade-II /Classifier, Supervisor Grade-I	₹.37640-115500 (Grade-14) (enhanced by one grade)
Librarian Grade-III	Assistant Librarian Grade-III	₹.28280-89720 (Grade-9)

26. DEPARTMENT OF SKILLS DEVELOPMENT AND TRAINING

26.(a). EMPLOYMENT & TRAINING DEPARTMENT

The Employment and Training Department came into existence from 1.11.1956. The Department has two wings- Employment and Training.

The Training Wing is entrusted with the responsibility of imparting Vocational Training through the ITI's for managing industrial enterprises, to oversee the setting up of and functioning of private ITI's in the State, implementing the provisions of the Apprenticeship Act, 1961 etc. The Department is headed by the Commissioner who is assisted by the Additional Directors, Joint Directors, Deputy Directors, Assistant Directors of Training and related subjects and various ranks of staff associated with imparting training in ITIs viz. Principals of ITIs, Inspectors of Training, Training Officers etc and their sub-ordinate staff.

The Employment wing works under the guidance of National Employment Service. The functions include registration of job seekers and their referral for placement against vacancies notified by the employers, vocational guidance, collection and dissemination of employment market information. The Department mobilizes candidates from all corners and conducts motivation camps for various jobs. It identifies and co-ordinates with the training institutions for imparting various skills to the job seekers. It interacts with the employers, who need manpower, at periodic intervals. It works out modalities for conduct of special recruitment drives for recruitment of unemployed youth in defence services.

The representations received are discussed herein below:

Training Wing

1. Principal of other ITIs ₹. 35120-87130 (Grade-20)

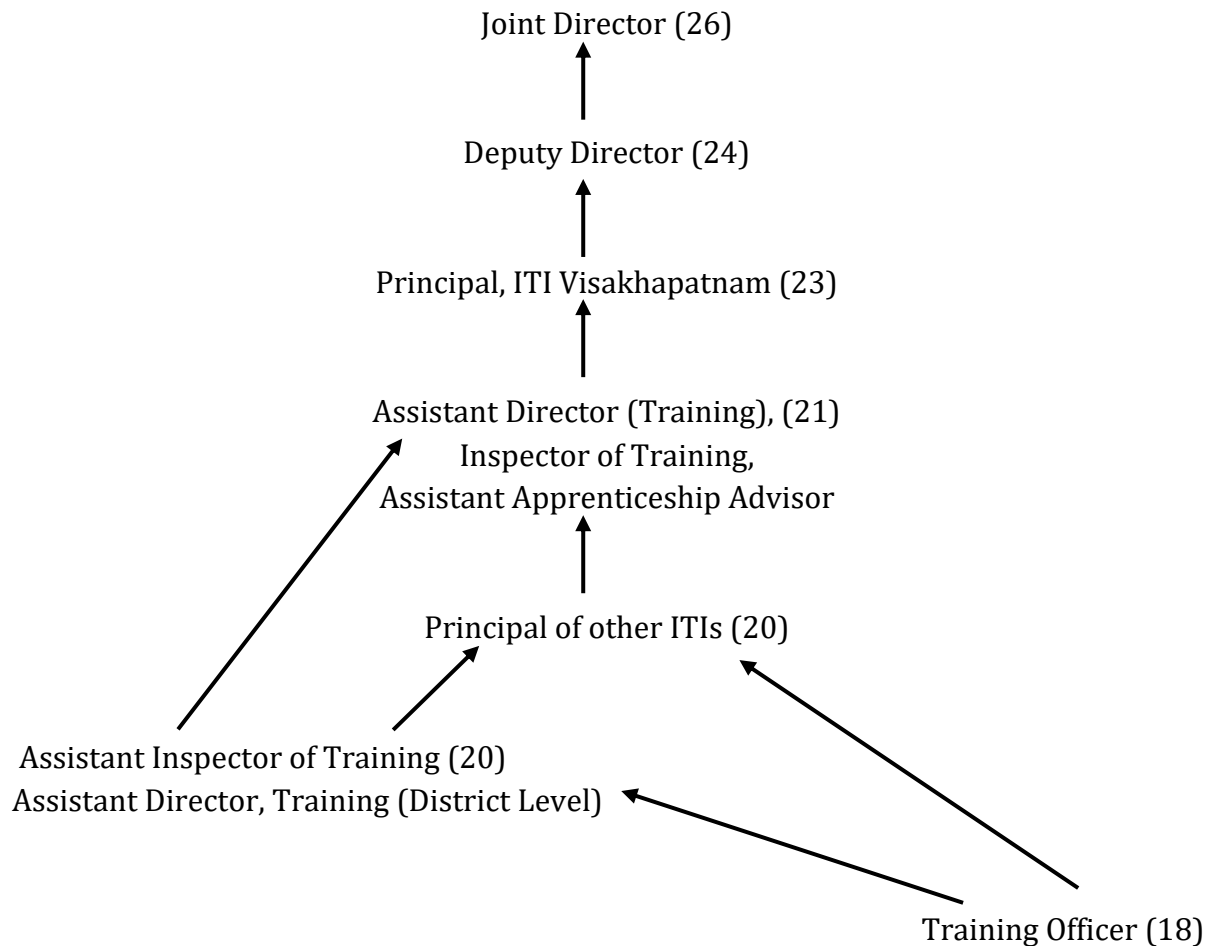
Request: It is represented that in the 10th PRC the pay of the Principal of other ITIs was maintained as before in the pay grade 20 whereas that of the Assistant Director (Education Department)/Special Officer, Urdu/Deputy Educational Officer was raised from grade 20 to grade-22. It is stated that the Principals of other ITIs implement various State and Central Government schemes and also make placements for all the pass-out trainees from Government ITIs. It is requested to rectify this difference by raising the pay scale and restoring parity.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3640-7580 (20)	6950-144425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Assistant Inspector Training/ Assistant Director, Training (Dist. Level) ₹.35120-87130 (20) Training Officer ₹.29760-80930 (18)	Assistant Director, Training/ Inspector of Training ₹.37100-91450 (21)
Compared post: Deputy Educational Officer						
3640-7580 (20)	6950-144425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Head Master Grade - II ₹.35120-87130 (20)	District Educational Officer ₹.46060-98440 (24)
Mode of Appointment: By promotion of Assistant Inspector of Training/Assistant Director of Training (Dist. Level) OR by transfer of Training Officer OR by Direct Recruitment.						
Qualification: Promotion/transfer-						
(i) Service in the post of Assistant Director (Training), District Level Training Centre or Assistant Inspectors of Training for not than 3 years or Training Officer for not less than 4 years (ii) Teaching and practical experience after obtaining the necessary basic qualification for not less than 1 year in the case of Degree holders, 6 years in the case of Diploma holders and 10 years in case of Certificate holders who are holding the posts of Assistant Director (Training), District Level Training Centres, Assistant Inspectors of Training, Training Officer;						
Direct Recruitment- (i). Degree in Engineering (ii) practical experience subsequent to Degree/Diploma in any reputed workshop or Industrial concern for a period of not less than 4 years in the case of Degree holders and for a period of not less than 6 years in the case of Diploma holders of which two years must be in teaching of Engineering trades. (iii) teaching experience for not less than one year.						
(iv) thorough knowledge of the basic Engineering trades such as Smithy, Foundry, Fitting, Machine shop, Carpentry etc., and working knowledge of small scale or cottage industries.						

Recommendation:

The hierarchy of posts under the Andhra Pradesh Special Rules for Craftsmen Training Service are as follows:

(Pay grades in brackets)



Note: (1) Arrow indicates promotion channel

(2) Training Officer is in the Craftsmen Training Sub-ordinate Service

The Commission is of the view that comparison of the category of Principal of other ITIs with that of Deputy Educational Officer is not appropriate since the natures of work are different. The qualifications prescribed for the two posts are also different. The Deputy Educational Officer has a qualification of 1st/ 2nd class Post Graduate Degree with B.Ed. (for direct recruitment) whereas the Principal of other ITIs has a technical degree/diploma/ certificate. The Commission however observes that while assigning pay scales to the different categories in the hierarchy of service cadres mentioned above, an anomaly has crept in since the feeder category of Assistant Inspector of Training/ Assistant Director of Training (District Level) as well as the promotion category of

Principal of other ITIs have been assigned the same pay scale/ grade (Grade-20) in the 2015 RPS.

The Commission therefore rectifies this anomaly by assigning the following pay scales:

Assistant Director of Training/ Inspector of Training/ Assistant Apprenticeship Advisor Principal of other ITIs	₹. 61960-151370 (Grade-22) (enhanced by one grade) ₹. 57100-147760 (Grade-21) (enhanced by one grade)
--	---

2. **Training Officer** ₹. 29760-80930 (Grade-18)
3. **Deputy Training Officer** ₹. 26600-77030 (Grade-16)
4. **Assistant Training Officer** ₹. 23100-67990 (Grade-13)

Request: It is represented that in the 10 th PRC the pay of the Assistant Training Officer was raised from Grade-12 to Grade-13 whereas in the Education Department, for the Assistant Statistical Officer, the same existing pay Grade of 12 was raised to Grade-14, which is discriminatory. It is stated that the Assistant Training Officer implements several State and Central Government schemes such as APSSDC, NAC, CoE, PPP, PMKV etc. It is requested to rectify this difference by raising the pay scale. It is further requested to appropriately enhance the pay scales of the promotional posts of Deputy Training Officer and Training Officer also.						
Training Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Deputy training Officer ₹.26600-77030 (16)	Assistant Director, Training ₹.35120-87130 (20)
Mode of Appointment: By promotion of Deputy Training Officer						
Qualification: Degree/Diploma in Engineering or Technology or its equivalent OR National Trade Certificate/ National Apprenticeship Certificate in the concerned trade or its equivalent with Craft Instructor's Training Pass Certificate in the concerned trade and should have passed SSC						

Deputy Training Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	12550-35800 (14)	26600-77030 (16)	Assistant Training Officer ₹.23100-67990 (13)	Training Officer ₹.29760-80930 (18)
Mode of Appointment: By promotion of Assistant Training Officer and, if candidates with necessary qualification are not available, by direct recruitment.						
Qualification: Promotion- Diploma in Engineering or Technology or its equivalent with Craft Instructor's Training Pass Certificate in the concerned Trade OR National Trade Certificate/ National Apprenticeship Certificate in the concerned trade or its equivalent with Craft Instructor's Training Pass Certificate in the concerned trade and should have passed SSC; D.R.- Diploma in Engineering or Technology or its equivalent in the concerned Trade with Craft Instructor's Training Pass Certificate						
Assistant Training Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
₹.					Feeder category	Promotion Post
1993	1999	2005	2010	2015		
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	23100-67990 (13)	Technical Assistant ₹15460-47330 (06)	Deputy Training Officer ₹.26600-77030 (16)
Compared Post: Assistant Statistical Officer (Education Department)						
		6505-15025 (12)	11530-33200 (12)	24440-71510 (14)		
Mode of Appointment: By promotion of Technical Assistant and, if candidates with necessary qualification are not available, by direct recruitment						
Qualification: (1) Motor Driving- Promotion/Direct Recruitment - Must possess National Apprenticeship Certificate/National Trade Certificate in the concerned Trade or its equivalent with Craft Instructor's Training Pass Certificate in the concerned Trade and should have passed SSC. Possess Motor vehicle driving licence.						
(2) Engineering Drawing, Workshop Calculations- Direct Recruitment - Diploma in Engineering or Technology or its equivalent						

(3) Allied Trade- Promotion-Must possess Diploma in Engineering or Technology or its equivalent with Craft Instructor's Training Pass Certificate in the concerned Trade OR National Trade Certificate in the concerned trade or its equivalent with Craft Instructor's Training Pass Certificate in the concerned trade and should have passed SSC.

(4) Stenography/Language/ Social Studies- D.R./Promotion- Degree with Higher Grade Shorthand/ Typing/ Degree with B.Ed (Language)/ Degree with B.Ed (Social Studies)

Recommendation:

As per the relevant Service Rules the compared post of Assistant Statistical Officer in Education Department (compared with that of Assistant Training Officer) is filled up by transfer of employees in the same category in the Economics and Statistics Department. This category is the second level post from the top in the Andhra Pradesh Statistical Sub-ordinate Service, next below the category of Deputy Statistical Officer. In the Education Department it is a stand alone post without any feeder or promotion category. The educational qualification prescribed for the post is a Graduate Degree with Statistics, Mathematics, Economics or Computer Science as one of the main subjects. The qualification level is thus quite different from that specified for the post of Assistant Training Officer. The scope of job responsibility is also entirely different. Moreover, the post of Assistant Training Officer is the third level post from the top in the Andhra Pradesh Craftsmen Training Sub-ordinate Service. Hence these two posts cannot be equated. As shown above, the categories of Deputy Training Officer and Training Officer are the next two promotion posts above the category of Assistant Training Officer.

Considering the above facts, the Commission is of the view that the present pay grades are adequate and accordingly assigns the following corresponding pay scales:

Training Officer	₹. 45830-130580 (Grade-18)
Deputy Training Officer	₹. 40970-124380 (Grade-16)
Assistant Training Officer	₹. 35570-109910 (Grade-13)

Employment Wing

5. **Joint Director** ₹. 52590-103290 (Grade 26)
6. **Deputy Director** ₹. 46060-98440 (Grade 24)
7. **Assistant Director/
Regional Employment
Officer/ Deputy Chief,
University Employment
Information & Guidance
Bureau** ₹. 40270-93780 (Grade 22)
8. **District Employment
Officer/Employment Officer** ₹. 35120-87130 (Grade 20)

Joint Director						
Request: It is represented that the Joint Director reports to and advises the Commissioner on policies and processes relating to employment. As envisaged in the National Employment Service Manual, there used to be one Additional Director in the department to assist the Director/Commissioner. In the absence of this post now the Joint Director has been playing the role of the Additional Director. As such his duties and responsibilities are on par with those envisaged for the Additional Director in other departments. Hence it is requested to assign the pay scale corresponding to ₹.61450-105810 (Grade-28) on par with the scale assigned to the Additional Directors in other departments.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director ₹.46060- 98440 (24)	
Mode of Appointment: By promotion of from the category of Deputy Director						
Deputy Director						
Request: It is stated that there are two posts of Deputy Directors. These posts are technical and administrative in nature. The duties involve huge responsibilities such as monitoring nearly 6 to 7 Employment Exchanges, job development activity with regular interaction with industrial associations and other industrial platforms etc. Further, the duties of the Joint Director, Employment/career service are assigned to the Deputy Director (EMI), as the post of Joint Director (SCS) has been allotted to the Telangana State after bifurcation. It is requested to assign a pay scale corresponding to ₹.52590-103290 (Grade 26) on par with the Joint Director.						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.40270-93780 (22)	Joint Director. ₹.52590-103290 (26)
Mode of Appointment: By promotion of from the category of Assistant Director including Regional Employment Officer, Deputy Chief, University Employment Information and Guidance Bureau.						
Assistant Director including Regional Employment Officer, Deputy Chief, University Employment Information and Guidance Bureau.						
Request: It is represented that the Regional Employment Officer is in charge of the Regional Employment Office having a jurisdiction over 4 to 5 districts. His duties are comparable with those of Deputy Commissioner of Labour. He inspects major establishments and industries in the Public and Private Sector to enforce Employment Exchanges Compulsory Notifications of Vacancies Act 1959. He prosecutes employers, with the permission of the Commissioner, for violations of statutory provisions. It is stated that the Regional Employment Officer was on par with the Deputy Director in the 1961 PRC. Thereafter, the successive Pay Revision Commissions have reduced the pay scale, even though the duties of the Regional Employment Officer have increased enormously due to the rapid industrialization. It is alleged that this is not only an injustice to the cadre but also a deviation from the commitment given by the State Government to the Central Government while transferring the National Employment Services to the State Government. It is further stated that the first promotion under Group I services (APPSC) in almost all the departments is the Deputy Director. It is therefore requested to assign the pay scale corresponding to ₹.46060-98440 (Grade-24) on par with Regional Deputy Director in other departments.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	District Employment Officer 35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By promotion from District Employment Officer/Employment Officer.						

District Employment Officer/Employment Officer						
Request: It is stated that the District Employment Officer (DEO)/Employment Officer is a State cadre Officer recruited directly through the Group-I Services of APPSC. He is a part of the District Administration and heads the District Employment Exchange. He is a coordinator of employment generation activities at the District level. Apart from his regular duties and responsibilities, he is the member convener of the District Level Committee for outsourcing the Government activities of all Departments. He monitors the surplus man power cell. He is the District Level coordinator for all line Departments, and works for the Employment Generation Mission. He is also a member of all the District Level Co-Ordination Committees and performs Vigilance and Enquiry duties. It is requested to assign the pay scale corresponding to ₹.40270-93280 (Grade-22) to this category.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Junior Employment Officer ₹.28940-78910 (17)	Assistant Director ₹.40270- 93780 (22)
Posts compared: Deputy Collector/Deputy Superintendent of Police						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Tahsildar/ Inspector of Police ₹.35120-87130 (20).	Spl Grade Deputy Collector/ Additional Superintendent of Police ₹.52590-103290 (26)
Mode of Appointment: By Direct recruitment/by transfer from the category of Junior Employment officer/ Superintendents in the department/by transfer from the category of Assistant Section Officer in the Secretariat, other than Finance and Law department						
Qualification: For direct recruitment - a Bachelor's degree; Transfer:- Pass in Departmental Test and Accounts Test.						

Recommendations:

The above mentioned four posts are in the line of promotion in the Andhra Pradesh Employment Exchange Service. In respect of the first three posts, comparisons have been sought to be drawn in the representations with relatively higher level posts in the hierarchies of other Departments such as Joint Director with Additional Director, Deputy Director with Joint Director and Assistant Director with Deputy Director which is not

tenable, as that would create distortion in pay parities across similarly placed departments. Again, the post of District Employment Officer/Employment Officer does not compare with Revenue Divisional Officer or Deputy Superintendent of Police as the duties and responsibilities of the latter two posts are more onerous in nature. The two cited posts are of crucial importance in the Governmental administration at the divisional level and they are directly responsible for maintenance of law and order and public peace and for managing all kinds of contingencies such as calamity mitigation/rehabilitation, elections, managing fairs and festivals, providing safety and security to life and property etc. The Commission is of the view that grouping these posts together for the purpose of convenience in conducting a common entrance examination (Group-I of APPSC) for candidates with same qualification level cannot be the sole criteria for assignment of the same pay scale. In fact some other Group-I posts have also been assigned the same pay grade of 20.

Hence, keeping the all the above aspects in view, along with the vertical spacing available in the hierarchy, the Commission feels that the existing pay scales are adequate and accordingly assigns the following corresponding scales:

Joint Director	₹. 80910-166680 (Grade-26)
Deputy Director	₹. 70850-158880 (Grade-24)
Assistant Director/ Regional Employment officer/ Deputy Chief University Employment guidance Bureau	₹. 61960-151370 (Grade-22)
District Employment Officer/ Employment Officer	₹. 54060-140540 (Grade-20)

9. Junior Employment Officer ₹.28940-78910 (Grade-17)

Request: It is represented that the Junior Employment Officer is an independent officer in charge of sub Employment Exchanges. He was conferred with Gazetted status in the year 1999 itself which indicates the importance attached to the post. He is instrumental in the collection of Employment Market information which enables the superior officers to provide vital inputs to the policy makers and Niti Ayog. The category of Municipal Commissioner Grade III, who is recruited through the same examination (Group II of APPSC), is in a higher pay scale. It is therefore requested to assign the pay scale corresponding to ₹.29760-80930 (Grade-18).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	District Employment Officer ₹.35120-87130 (20)
Compared Post: Municipal Commissioner Grade III						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Manager First Grade Municipalities/ Assistant Section Officer/ Senior Stenographer Secretariat ₹.26600-77030 (16) Manager II and III Grade Municipalities Revenue Officers of Selection/ Special and First Grade Municipalities Accountants of Selection Grade and Special Grade Municipalities Sanitary Supervisor ₹.24440-71510 (14) Sanitary Inspector Senior Assistants/	Municipal Commissioner Grade- II ₹.35120-87130 (20)

					UD Stenographers ₹.22460-66330 (12)	
Mode of Appointment: By direct recruitment /by transfer from the category of Senior Assistant.						
Qualification: For direct recruitment- A Bachelor's Degree.						

Recommendations:

The Commission observes that this post has parity with the category of Superintendent, the feeder category for both the categories being the same i.e. Senior Assistant. Hence, as in case of Superintendents, a pay scale of ₹.45830-130580 (Grade-18) is assigned to this category, thus improving by one grade.

27. TRANSPORT ROADS AND BUILDINGS DEPARTMENT

27. (a). TRANSPORT DEPARTMENT

The Transport Department enforces the provisions of the Motor Vehicle Act, 1988, Andhra Pradesh Motor Vehicles Taxation Act, 1963 and the rules framed there under. The major functions of the Transport Department are the Enforcement of Motor Vehicles Act and Rules, Collection of taxes and fees and issuance of Driving Licenses and issue Certificate of Fitness to Transport Vehicles, registration of Motor Vehicles and granting regular and temporary permits to vehicles. The department also carries out road safety work by conducting awareness campaigns, pollution check of vehicles and enforces measures such as booking speeding vehicles through laser guns and interceptor vehicles and detect drunken drivers through breath analyzers. The Department is administered by the Transport Commissioner who is the Head of the Transport Department and is assisted by an Additional Commissioner and four Joint Commissioners, three Regional Transport Officers, one Regional Transport officer as State Representative before the State Transport Appellate Tribunal and one Accounts Officer in the Head Office. At the field level the Transport Commissioner is assisted by Deputy Transport Commissioners who provide the overall supervision and coordination of all transport offices at the district level.

1. Deputy Transport Commissioner ₹. 49870-100770 (Grade 25)

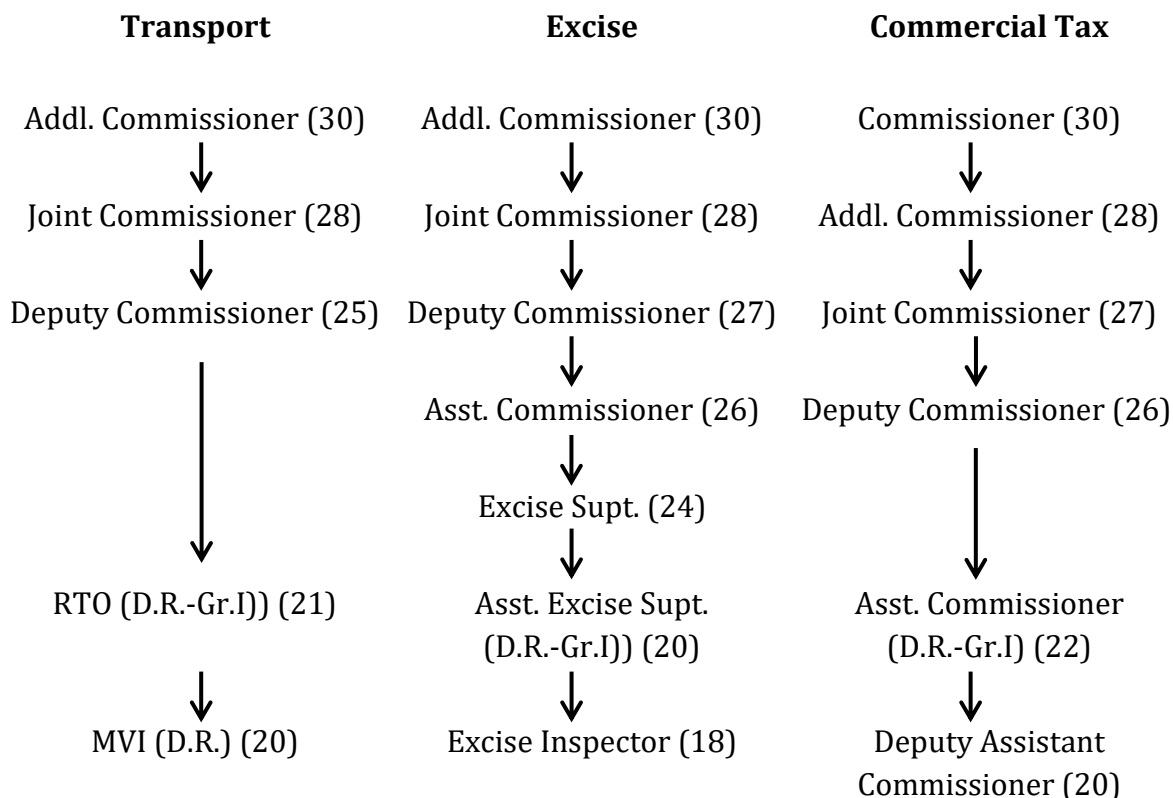
Request: The Deputy Transport Commissioners have represented that they have jurisdiction over entire districts and one of them acts as the Secretary, Regional Transport Authority. They assist the District Collectors in the functioning of District Road Safety Committees. They are key members in all other important Committees like the District Task Force on prevention of illegal mining and transportation, District Disaster Management Committees, District Industrial Promotion Committees, district level committee on conduct of SSC/Intermediate examinations etc. Despite the multifarious duties discharged and notwithstanding that there is parity at the levels of Additional Commissioner and Joint Commissioner of Transport, Commercial Tax and Excise, the Deputy Transport Commissioner is assigned the pay scale of ₹.49870-100770 on the ground that the Regional Transport Officer forms the feeder category.

It is requested to assign a pay scale of ₹.56870-105810 on par with that of the Deputy Commissioner, Commercial Tax and Deputy Commissioner, Prohibition and Excise

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Deputy Transport Commissioner						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	49870-100770 (25)	Regional Transport Officer ₹.37100-91450 (21)	Joint Transport Commissioner ₹.61450-105810 (28)
Compared Post: Deputy Commissioner, Prohibition & Excise/ Joint Commissioner of State Tax						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Respective feeder category 52590-103290 (26)	Respective promotion category ₹.61450-105810 (28)
Mode of Appointment: By promotion of Regional Transport Officer.						

Recommendations:

The hierarchy of positions in the State Services of the Transport, Excise and Commercial Tax Departments compare as follows:



It is seen from the above that the three posts of Regional Transport Officer, Assistant Excise Superintendent and Assistant Commissioner of State Tax have direct recruitment channel through the Group-I examination of APPSC. Above these posts the Transport department has only three promotional levels upto the level of Additional Commissioner while the Excise department has five and Commercial Tax department four upto the equivalent ranks in their respective cadres. Obviously the number of layers of supervision would depend on the scope, spread and volume of work handled in different jurisdictional domains. It is pertinent to note that the top two levels of all the three administrative hierarchies are enjoying the same pay scales/grades at present. However, historically speaking, the compared posts in the Excise and Commercial Tax departments were assigned higher pay scales than that of the Deputy Transport Commissioner in all the PRCs since 1993. **Considering all the above aspects and also the gap in pay grades between the Regional Transport Officer and Joint Transport Commissioner, it is felt that the positioning of the Deputy Transport Commissioner is apt and needs no revision. Accordingly the Commission assigns the corresponding pay scale of ₹.76730-162780 (Grade-25) to this category.**

2. Regional Transport Officer ₹. 37100-91450 (Grade 21)

Request: It is represented that the Regional Transport officer (RTO), working in the office of the Deputy Transport Commissioners in the districts, acts as Additional Secretary, Regional Transport Authority and in the absence of the Deputy Transport Commissioners, acts as the Secretary, Regional Transport Authority. After bifurcation of the State the Regional Transport Officer was made a State wide post. It is requested to assign the pay scale corresponding to ₹.40270-93780 on par with that of the Deputy Collector, Deputy Superintendent of Police and Assistant Commissioner State Tax.						
In another representation comparison has been drawn with the Deputy Executive Engineer with a request to assign the pay scale corresponding to ₹.42490-96110.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Regional Transport officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Motor Vehicle Inspector ₹. 35120-87130 (20)	Deputy Transport Commissioner ₹. 49870-100770 (25)

Compared Post: Deputy Collector/ Deputy Superintendent of Police/Asst. Commissioner State Tax						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Respective feeder category ₹.35120-87130 (20)	Respective promotion category ₹.52590-103290 (26)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Mode of Appointment: By Direct recruitment/ by promotion from the category of Motor Vehicle Inspector/by transfer from the categories of Administrative Officer/Special Category Stenographer and Section Officer/Private Secretary to Secretaries to Government of the Secretariat except Finance, Law and Legislature Departments.						
Qualification: Direct recruitment – A Bachelor’s Degree.						

Recommendations:

The posts of RTO, Deputy Collector, Assistant Commissioner of State Tax and Deputy Superintendent of Police, all have the same source of Direct Recruitment, namely the Group-I examination conducted by the APPSC. Taking into account the nature, sensitivity and scope of functions and responsibilities being discharged by the latter three categories, all the PRCs, right since 1993, have given primacy of at least one pay grade to them over and above that of the other categories recruited through the same examination. In the case of RTOs there is a gap of one pay grade and this Commission feels that the same is justified. It is also felt that comparison with the category of Deputy Executive Engineer is not apt. While the Deputy Executive Engineer supervises the design and construction of physical infrastructure, the RTO has regulatory and revenue collection functions and thus they have vast functional difference. Even with regard to qualification, the Deputy Executive Engineer has technical (B.E.) qualification while the Regional Transport Officer has to have a general qualification of Bachelor Degree. Considering the above and duties and responsibilities attached to the post, it is felt that the existing pay scale of the post under discussion is adequate. Hence the corresponding scale of ₹.57100-147760 (Grade-21) is assigned to the post.

3. **Motor Vehicle Inspector** ₹. 35120-87130 (Grade 20)
 4. **Assistant Motor Vehicle Inspector** ₹. 31460-84970 (Grade 19)

Request: It is represented that the posts of Motor Vehicle Inspector and Assistant Motor Vehicle Inspector were treated as Technical posts vide G.O. Ms. No.152 TR&B Department dated 06.09.2003. The Motor Vehicle Inspectors and Assistant Motor Vehicle Inspectors perform similar duties which include testing the candidates seeking driving licenses on the tracks and maintaining safety standards, testing of vehicles for issue of fitness certificate, enforcing pollution control measures at the established testing stations, registration of vehicles, collection of tax at check posts etc. Parity existed among the Motor Vehicle Inspectors and Assistant Motor Vehicle Inspectors with the Assistant Executive Engineer and Assistant Engineer till the Tenth Pay Revision. The Tenth Revision Commission assigned the pay scale of ₹. 31,460-84970 to the Assistant Motor Vehicle Inspector on par with that of the Assistant Engineer but the Motor Vehicle Inspector was not assigned a pay scale on par with that of Assistant Executive Engineer. It is therefore requested to assign the pay scale corresponding to ₹.37100-91450 on par with that of the Assistant Executive Engineer.

In another representation the request is to assign the pay scale corresponding to ₹.37100-91450 to the Assistant Motor Vehicle Inspector on par with that of the Assistant Executive Engineer and ₹.42490-96110 to the Motor Vehicle Inspector on par with the Deputy Executive Engineer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

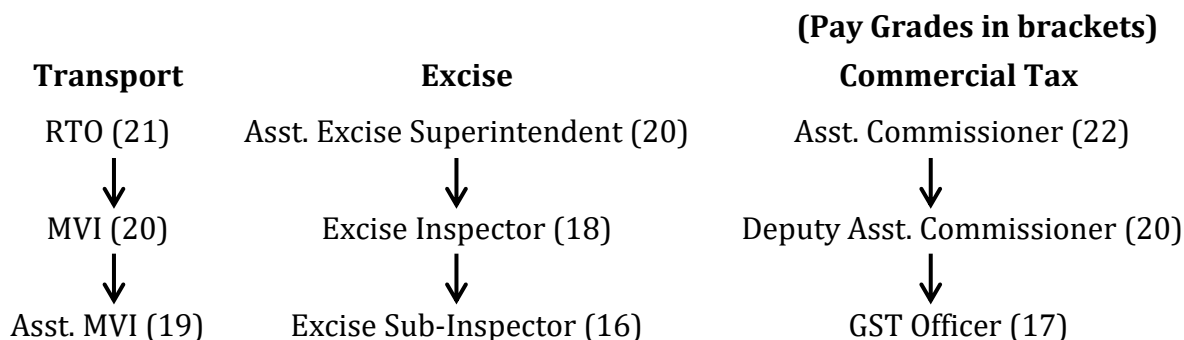
Motor Vehicle Inspector

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Assistant Motor Vehicle Inspector ₹.3160-84970 (19)	Regional Transport Officer ₹.37100-91450 (21)
Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)

Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Asst. Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Mode of Appointment: By promotion from the category of Assistant Motor Vehicle Inspector						
Qualification: Direct Recruitment: (1) Degree in Mechanical/Automobile Engineering (2) At least one year experience of working in reputed automobile workshop repairing LMVs and HMTVs (3) Holder of Driving License to drive motor cycles and Heavy Transport/ Passenger Vehicles. Transfer: 3 years service as Assistant Motor Vehicle Inspector						
Assistant Motor Vehicle Inspector						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Transport Head Constable ₹.21230-63010 (11) Senior Assistant ₹. 22460-66330) (12)	Motor Vehicle Inspector ₹.35120-87130) (20)
Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹.31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct recruitment/ promotion of Transport Head Constable/Senior Assistant						
Qualification: By Direct Recruitment/promotion: Degree in Mechanical/Automobile Engineering or Diploma in Automobile Engineering and having at least three years experience in driving motor vehicles and possessing Heavy Transport Vehicle endorsement and also work experience in Mechanical side.						

Recommendations:

The hierarchical configurations in respect of the three categories discussed in the current and the preceding paras for the comparable revenue earning departments of Transport, Excise and Commercial Tax Departments are as follows:



It is pertinent to note that the three successive positions in the vertical hierarchy of Transport Department, namely the Assistant Motor Vehicle Inspector, Motor Vehicle Inspector and Regional Transport Officer have been assigned the consecutive pay grades of 19, 20 and 21 respectively. Now, in the reasoned analysis made by us under the preceding table on the representation of the RTOs, we have already come to a conclusion that their current pay grade of 21 and the marginally higher (by one) pay grade assigned to the posts of Assistant Commissioner of State Tax/ Deputy Collector/Deputy Superintendent of Police are justified. Once that position is established there is no scope for enhancing the pay grades of MVI and Assistant MVI which follow immediately below that of the RTO. In fact the Assistant MVI has already been assigned a higher pay grade (Grade-19) than those of the Excise Sub-Inspector and GST Officer in recognition of their technical qualification, which is at par with that of the Assistant Engineers of State Engineering Departments. The qualification prescribed for the post of Assistant Executive Engineers, with which a comparison has been made, is a Bachelor degree in Engineering irrespective of the mode of appointment i.e. by direct recruitment or by transfer.

Further, the Commission is of the view that the functional scope of the Motor Vehicle Inspector/ Assistant Motor Vehicle Inspector are far different from those of the Assistant Executive Engineer/ Deputy Executive Engineer although the qualification levels for direct recruitment are the same. While the latter are involved in designing, drawing, estimating and executing Engineering works, the former category of officers discharge basically regulatory and revenue collection functions.

Keeping all the above aspects in mind, the following corresponding pay scales are assigned to the two posts:

Motor Vehicle Inspector ₹. 54060-140540 (Grade 20)
Assistant Motor Vehicle Inspector ₹. 48440-137220 (Grade 19)

5. Administrative Officer ₹. 28940-78910 (Grade 17)

<p>Request: It is represented that the Motor Vehicle Inspector, who was in the pay scale of ₹.18030-43630 (Grade 20), was assigned the corresponding pay scale ₹.35120-87130 (Grade 20) in the 2015 RPS whereas the Administrative Officer was assigned the pay scale of ₹.28940-78910 (Grade-17). Further, the Administrative Officers in other Departments like Agriculture, Animal Husbandry, School Education, Intermediate Education, Medical and Health Department etc. are allowed higher pay scales of ₹.37100-91450, ₹.35120-87130 and ₹.31460-84970 respectively in the Revised Pay Scales, 2015, thereby discriminating the Administrative Officers of the Transport Department, though the nature of work is common in all departments. It is further stated that the Transport Department is a revenue earning department and as such the Administrative Officer has to monitor huge number of Government receipts. It is requested to assign a higher pay scale on par with that of the Administrative Officers of other departments.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Administrative Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Regional Transport Officer ₹.37100-91450 (21)
Compared Post: Motor Vehicle Inspector						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Assistant Motor Vehicle Inspector ₹.3160-84970 (19)	Regional Transport Officer ₹.37100-91450 (21)
Compared Post: Administrative Officer, Agriculture						
2930-5960 (17)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	

Compared Post: Administrative Officer, School Education						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Superintendent ₹.28940-78910 (17)	
Compared Post: Administrative Officer, Intermediate Education Department						
	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17)	Deputy Director (Admn) ₹.46060-98440 (24)
Compared Post: Administrative Officer, Insurance Medical Services Department						
			16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	
Mode of Appointment: By promotion from the category of Senior Assistant						

(The post of Administrative Officer in Insurance Medical Services Department was created vide GO Ms. No. 300, Finance (SMPC) Department dated 30.10.2013 and Adhoc Rules were issued vide G.O. Ms. No. 33 LENT&F Department dated 08.12.2015)

Recommendations:

The post of Superintendent in the Transport Department was re-designated as Administrative Officer and Gazetted Status was conferred on it. This post is filled up from the feeder category of Senior Assistant whereas the post of Administrative Officer in other departments such as Agriculture, School Education, Intermediate Education and Insurance Medical Service Department etc are filled up by transfer from the category of Superintendent. Thus it is not appropriate to draw comparison with those categories which are at a higher level in the administrative hierarchies of the respective departments. Similarly the comparison sought to be drawn with the Technical post of Motor Vehicle Inspector is not apt, as the latter post has totally different scope of functions.

It is seen from the Service Rules that this post is equivalent in position to the category of Superintendent and as such a pay scale on par with the Superintendents in 'Common Category' has been assigned to it right since the 2005 RPS. This is considered an appropriate placement for the post. Hence in the current revision the Commission assigns the pay scale of ₹.45830-130580 (Grade-18) to this post on par with that of the Superintendents in the 'Common Category'.

28. WATER RESOURCES DEPARTMENT

28.(a). IRRIGATION DEPARTMENT

1. **Lock and Wharf Superintendent** ₹. 17890-53950 (Grade 08)
2. **Irrigation Conservancy Assistant** ₹. 17890-53950 (Grade 08)

Lock and Wharf Superintendent						
<p>Request: It is represented that the Lock Superintendent has to regulate water releases by calculating water drawing formula at Lock and Head sluices, 24 hours, for an Ayacut above 1.50 lakh acres. He has to collect revenue earned through berm rents, boat licenses and wharfages. He disposes human dead bodies, which float in the canals, by reporting to the nearest police and attending to panchanama along with the revenue staff. He also upkeeps the lock and measures rain fall. He has to liaison with the Managing Committees of Water Users Associations, Distributary Committees and Project Committees. He attends to, day and night, head sluice operations above and below 3 miles from the relevant locks. The work place of the Lock and Wharf Superintendent is remote and isolated on the banks of canals. It is lamented that the successive Pay Revision Commissions have not taken into account the enhanced qualifications prescribed vide G.O. Ms. No. 98 Irrigation and CAD department dated 21.11.2206 and only the corresponding pay scales are being assigned from time to time. Finally, it is requested to assign a pay scale higher by three grades.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	Telephone Gumastha ₹.14600-44870 (04)	
<p>Mode of Appointment: By Direct Recruitment/by promotion from the category of Telephone Gumastha having necessary qualification or having five years service even without having the qualifications.</p>						
<p>Qualification: For Direct Recruitment: A Pass in Intermediate. In case of those who are demobilized for from any of the Defense Services viz., Navy/Army/Air force - SSC.</p>						
Irrigation Conservancy Assistant						
<p>Request: It is stated that the duties and responsibilities include patrolling on bunds to identifying vulnerable places for occurrence of breaches, constant appraisal of irrigation requirements to higher officers, prevention of illegal water tapping, assisting the Engineers in preparation of water budgeting and scheduling of water releases (Water Bandi), maintaining the ayacut register, piper registers, collecting statistics regarding crop plantation, monitoring the Lascars, safeguarding trees and other produce connected to the irrigation sources etc. It is requested to assign a pay scale on par with the Assistant Technical Officer.</p>						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1665-3200 (06)	3130-6150 (06)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	Works Inspector	
Compared Post: Assistant Technical officer (former Draughtsman Grade II)						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Junior Technical Officer ₹. 22460-66330 (12)	Technical Officer ₹. 31460-84970 (19)
Mode of Appointment: By Direct Recruitment /by promotion from the category of Works Inspector						
Qualification: For Direct Recruitment - A Pass in ITI (Civil) For promotion- experience as Work Inspector in building of irrigation works for a period of not less than 5 years.						

Recommendations:

The Tenth Pay Revision Commission improved the pay scales of both these categories by one stage. These two categories are not comparable, either in their scopes of work or in respect of their qualifications, with those of the category of Assistant Technical Officer (qualification of SSC and Diploma in Civil Engineering). Moreover the category of Assistant Technical Officer is the second level promotion post from the equivalent post of Technical Assistant and hence is not comparable. Keeping the above facts and the duties and responsibilities, in view the Commission assigns a pay scale of ₹.28280-89720 (Grade-9) to the Irrigation Conservancy Assistant and Lock and Wharf Superintendent, thus enhancing the existing pay scale by one grade in each case.

28.(b). GROUND WATER AND WATER AUDIT DEPARTMENT

The Ground Water Department was established in the year 1971. It is a multi-disciplinary organization engaged in the development and management of groundwater resources in the State. The Department is engaged mainly in monitoring, estimation and investigations of ground water resources. The main activities of the department are to carry out scientific investigations in order to select feasible sites for digging bore wells under different programmes and in individual fields, selection of favourable sites for construction of artificial recharge structures, monitoring of groundwater levels as well as groundwater quality, periodical assessment of groundwater resources and conjunctive use of studies under different major project commands. The activities include hydro geological, hydrological, geophysical, engineering and quality aspects of under-ground water resources. Keeping in view the increasing demand for ground water and its shortage in many areas during stress periods the concept of demand side management, apart from the present practice of supply side management, with a participatory approach, is included in this year's annual plan of the department in selected Ground Water assessment units on a pilot basis. The department was declared as the nodal agency for all ground water related activities in the State.

The department is headed by the Director, who is assisted by the Joint Director and supporting technical, administrative and accounts staff. The Deputy Directors head the District Level Offices.

The representations received from the Departmental employees are discussed below:

- | | |
|---|-----------------------------------|
| 1. Joint Director | ₹. 52590-103290 (Grade 26) |
| 2. Deputy Director
(Hydrology/Hydrogeology/
Geophysicist) | ₹. 46060-98440 (Grade 24) |
| 3. Assistant Director
(Hydrology/Hydrogeology/
Geophysics) | ₹. 40270-93780 (Grade 22) |
| 4. Assistant Hydrologist/
Assistant Hydro-geologist
Assistant Geophysicist | ₹. 37100-91450 (Grade 21) |
| 5. Assistant Chemist/
Assistant Hydro-meteorologist | ₹. 31460-84970 (Grade 19) |

Request: It is represented that while renaming the department as Ground Water and Water Audit department, Government has assigned additional duties to the department regarding ground water utilization, conservation and management, thereby requiring the officers of the department to shoulder additional duties and responsibilities. The pay scales of the

Assistant Hydrologist/ Assistant Hydrogeologist/Assistant Geophysicist, Assistant Director, Deputy Director and Joint Director were higher than those of comparable posts in the Water Resources Department. In the Tenth Pay Revision Commission the pay scales of these cadres have been brought down compared to the pay scales of the Water Resources Department. It is therefore requested to assign pay scales to the officers of the Ground Water Department on par with their counterparts in Water Resources Department.

Joint Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director (Hydrology/ Hydrogeology/ Geophysics ₹.46060-98440 (24)	Director ₹.80930-110850 (31)

Compared post: Superintending Engineer

5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
-------------------	---------------------	---------------------	---------------------	----------------------	--	--

Mode of Appointment: By promotion from the category of Deputy Director (Hydrology/Hydrogeology/Geophysics)

Deputy Director(Hydrology/Hydrogeology/Geophysics)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Assistant Director (Hydrology/Hydrogeology/Geophysics) ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)

Compared post: Executive Engineer

4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
-------------------	--------------------	---------------------	---------------------	----------------------	--	---

Mode of Appointment: By promotion from the category of Assistant Director (Hydrology/Hydrogeology/Geophysics)

Assistant Director (Hydrology/Hydrogeology/Geophysics)

3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Assistant Hydrologist/ Assistant Hydrogeologist/ Assistant Geophysicist ₹.37100-91450 (21)	Deputy Director (Hydrology/ Hydrogeology/ Geophysics) ₹.46060-98440 (24)
Compared post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹.31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Mode of Appointment: By promotion from the category of Assistant Hydrologist/ Assistant Hydro-geologist/ Assistant Geophysicist						
Assistant Hydrologist/Assistant Hydro-geologist/Assistant Geophysicist						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Technical Assistant ₹35120-87130 (20)	Assistant Director (Hydrology/ Hydrogeology/ Geophysics) ₹.40270-93780 (22)
Compared post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: Assistant Hydro-geologist: By Direct Recruitment and by transfer from the category of Technical Assistant (Hydrogeology) Assistant Hydrologist: By Direct Recruitment and by transfer from the category of Technical Assistant (Hydrology) Assistant Geophysicist: By Direct Recruitment and by transfer from the category of Technical Assistant (Geophysics)						

Qualification: Assistant Hydro-geologist: Direct Recruitment - M.Sc./M.Sc (Tech)/ M(Tech) in Geology or Applied Geology or Hydro-geology or Diploma of Associateship in Applied Geology from ISM, Dhanbad

Assistant Hydrologist: Direct Recruitment – Degree in Civil Engineering with Geology as a subject or must have passed Section A & B of AIME conducted by the Institute of Engineers or M.Sc. Hydrology two years course; By transfer- Degree in Civil Engineering with Geology as a subject or Diploma in Civil Engineering with 8 years experience in the sub-ordinate service.

Assistant Geophysicist: Direct Recruitment- M.Sc./M.Sc (Tech)/ M(Tech) in Geophysics.

Recommendations

The above mentioned four categories of posts constitute the successive feeder-promotion categories in the State Service of Ground Water Department. There are three main technical branches in the Department namely, Hydro-geology, Hydrology and Geophysics, which are involved in prospecting under-ground water resources. Apart from these, there are other technical branches like the Hydro-chemical, Agronomy, Hydro-meteorological branches. There is also a separate Mechanical Engineering wing manned by Executive/Deputy Executive/ Assistant Executive Engineers for execution of works. They are on the same pay scales as their counter parts in other Engineering Departments.

The Commission finds that the functions assigned to the categories of posts listed in the above table are similar in character to those of the equivalent categories of posts in the Mines & Geology Department. The entry level qualifications prescribed are also exactly the same. While Ground Water Department is involved in the monitoring, estimation, investigation, testing and regulation of ground water resources, the Mines & Geology Department undertakes similar work in respect of under-ground mineral resources. A comparison of the pay grades assigned to the parallel sets of posts in these two Departments reveals the following:

Post	Department	RPS				
		1993	1999	2005	2010	2015
Joint Director	Ground water	26	26	26	26	26
	Mines & Geology	25	25	25	25	26
Deputy Director (H,HG,GP)	Ground water	23	23	23	24	24
Deputy Director (M&G,M)	Mines & Geology	23	23	23	23	24
Assistant Director (H,HG,GP)	Ground water	20	20	21	22	22

Assistant Director (M&G,M)	Mines & Geology	20	20	20	21	21
Assistant (H,HG,GP)	Ground water	19	19	20	20	21
Assistant (G,GP)	Mines & Geology	19	19	19	20	20

While in the first two categories the pay grades are the same now, in case of the last two the pay grades assigned to the Assistant Director / Assistant (H/HG/GP) of Ground Water department are higher by one grade each. This disparity has been removed elsewhere the by the Commission while discussing the pay scales assignable to various categories in the Mines & Geology department.

The Commission is of the view that comparison with the specified categories of Engineering wing is not appropriate as their functions and technical skills vary widely.

Based on the qualifications, functions and service hierarchy, the Commission is of the view that the category of Assistant Director (Hydrometeorology), which is also entrusted with field level functions like its counterpart technical posts in the Hydrology/Hydrogeology/Geophysics wings, should be brought on par with the Assistant Director (H/HG/G). Parity with this group should also be given to the post of Assistant Director, Water Analysis.

Similarly the categories of Assistant Chemist and Assistant Hydrometeorologist deserve to be brought on par with the posts of Assistant (H/HG/GP).

Keeping in view the above aspects, the Commission assigns the following pay scales :

Joint Director	₹. 80910-166680 (Grade 26)
Deputy Director (Hydrology/Hydrogeology/ Geophysics/Water Analysis)	₹. 70850-158880 (Grade 24)
Assistant Director (Hydrology/Hydrogeology/ Geophysics/ Water Analysis/ Hydrometeorology)	₹. 61960-151370 (Grade 22)
Assistant Hydrologist Assistant Hydro-geologist/ Assistant Geophysicist/ Assistant Chemist/ Assistant Hydro-meteorologist	₹. 57100-147760 (Grade 21)

29. WELFARE DEPARTMENTS

29. (a) SOCIAL WELFARE, BC WELFARE AND TRIBAL WELFARE DEPARTMENTS

The Commissionerate of Social Welfare was setup with the objective of achieving educational and socio-economic development of Scheduled Castes. The Commissionerate also deals with the welfare and protection of scheduled castes. The functions of the Commissionerate are also to implement programmes for rehabilitation of Jogins and bonded labourers and to provide hostels facilities and disburse scholarships to Scheduled Caste (SC) students.

The Commissionerate of Backward Classes Welfare aims to provide access to education for citizens belonging to Backward Classes, provide quality education to meritorious backward class students pursuing studies at the pre-matriculation level, promote higher education and impart quality education on par with students of the general category, provide coaching facilities to eligible Backward Class students and provide boarding and lodging facilities to children of Backward Classes.

The Commissioner of Tribal Welfare formulates plans and directs the process of implementation and monitors the progress of all tribal developmental programs in the State. The Department is responsible for the education of Scheduled Tribes through Ashram Schools and Tribal Welfare Hostels for students.

Since the categories of posts in all the three departments are common, the representations received from the employees are discussed together herein below:

1. Assistant BC/Social/Tribal Welfare Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that a district, depending upon its size and population, is divided into 4- 8 divisions and one Assistant BC Welfare Officer is allotted to each division to oversee the implementation of various schemes of the department. Their duties and responsibilities can be categorised into two - (a) relating to overseeing of the implementation of various schemes such as pre and post matric scholarships, inspecting the conditions of BC Welfare hostels, verifying the caste of those selected for State and Central Government employment from the BC/OBC category or for getting admission to various courses, NTR Vidyonnathi, verifying the mess bills of the hostels etc. (b) forming caste based Co-operative Societies, ensuring loan linkage to the beneficiaries through Banks, tying up subsidies etc. Stating that the jurisdiction of the Assistant BC Welfare Officer is the same as that of the Deputy Educational Officer it is requested to assign a pay scale on par with that of the latter.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	31460-84970 (19)	Hostel Welfare Officer Grade-I ₹. 26600-77030 (16)	District Backward Classes Welfare Officer including Assistant Director ₹. 37100-91450 (21)
Compared post: Deputy Educational Officer of Education Department.						
3110-6380 (18)	5980-12100 (18)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Gazetted Headmaster Head Mistress Grade II, Mandal Education Officer, Deputy Inspector of Schools ₹. 35120-87130 (20)	District Educational Officer / Principal (DIET) Professor (IASE/SCERT) Deputy Director ₹. 46060-98440 (24)
Mode of Appointment: By Direct Recruitment / By promotion from the category of Hostel Welfare Officer Grade-I.						
Qualification: Bachelor Degree.						

Recommendations:

It is seen that the next promotion post to this post is the District BC Welfare Officer (Grade-21) which has a channel for direct recruitment through the Group-I examination of APPSC, whereas this post is at pay grade 19. It is also observed that the qualification prescribed (1st/2nd class P.G. degree with B.Ed) for direct recruitment to the compared cadre of Deputy Educational Officer is higher than that of the Assistant B.C. Welfare Officer. Considering all the above the Commission assigns the corresponding pay grade (Grade-19, ₹.48440-137220) to the Assistant B.C. Welfare Officer.

These recommendations will also apply to the posts of Assistant Social Welfare Officer and Assistant Tribal Welfare Officer.

2. **Hostel Welfare Officer Grade I** ₹. 26600-77030 (Grade 16)
3. **Hostel Welfare Officer Grade II** ₹. 24440-71510 (Grade 14)

Request: It is represented that the qualification for the post of Hostel Welfare Officers has been enhanced vide GO Ms No 04 dated 08.01.2001 to Graduation with B. Ed. Which are similar to that of School Assistant. Though the official duty hours of the Hostel Welfare officers are 7 ½ hours a day in actual practice it stretches up to 15 hours. The duties include procurement of quality provisions for boarders, managing accounts, supervising last grade employees, clarifying the academic doubts of boarders etc. It is requested that the Hostel Welfare Officers Grade I may be assigned a pay scale on par with that of the School Assistants.

Hostel Welfare Officer Grade-I.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	7200-16925 (14)	12550-35800 (14)	26600-77030 (16)	Hostel Welfare Officer Grade-II. ₹.24440-71510 (14)	Assistant B.C. Welfare Officer ₹.31460-84970 (19)

Mode of Appointment: (i) By Promotion from the category of Hostel Welfare Officer Grade-II (70%) (ii) Direct Recruitment (30%)

Hostel Welfare Officer Grade-II.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2075-4270 (10)	3950-8150 (10)	6195-14175 (11)	10900-31550 (11)	24440-71510 (14)	Class IV employees in SW Hostels ₹.13000-40270 (1)	Hostel Welfare Officer Grade-I ₹.26600 -77030 (16)

School Assistant of Education Department.

2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	S.G. Teacher ₹.21230-63010 (11)	Gazetted Head Master/ Head Mistress Grade II ₹.35120-87130 (20)
-------------------	--------------------	--------------------	---------------------	---------------------	---------------------------------------	--

Mode of Appointment: (i) By Direct Recruitment (ii) by transfer from the post of teachers working in Education / Panchayat Raj/ Municipal Administration and Urban Development Departments and (iii) by transfer from the category of Class IV employees of BC Hostels / Departments.

Qualification: Graduation with B.Ed.

Recommendations:

The vertical hierarchy of the Department for the relevant posts along with their current pay grades are as follows:

H. W. Officer —→ H. W. Officer —→ Asst. BCW —→ Dist. BCW
Grade-II Grade-I Officer Officer
(Grade-14) (Grade-16) (Grade-19) (Grade-21)

The District BC Welfare Officer has a direct recruitment channel through the Group-I examination of APPSC and the pay grade assigned to this post is at par with that of many other similarly placed posts directly recruited through the same examination.

It is also noted that the Hostel Welfare Officer Grade-I has the same qualification as that of the School Assistant and job profile wise it is no less important. It is also the first level promotion post (from the cadre of Hostel Welfare Officer Grade-II as is the post of School Assistant (from S.G. Teachers). Taking into account the above position, the following pay scales are assigned to the two posts:

Hostel Welfare Officer Grade I ₹. 44570-127480 (Grade 17)
Hostel Welfare Officer Grade II ₹. 38720-118390 (Grade 15)
(improved by one grade each)

These recommendations will apply equally to the Hostel Welfare Officers (Grade I and Grade II) of Social Welfare, Backward Class Welfare and Tribal Welfare Departments.

They will also apply to the categories of Warden Grade-I/Matron Grade-I and Warden Grade-II/ Matron Grade-II of Differently Abled Welfare Department

4. Superintendents ₹. 28940-78910 (Grade 17)

Request: The Superintendents of Social Welfare Department have requested for up-gradation of their pay scale so as to be on par with that of the Assistant Social Welfare Officers.						
Superintendent						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹22460-66330 (12)	Assistant Director including District Social Welfare Officer ₹. 37100-91450 (21)
Assistant Social Welfare Officer						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	31460-84970 (19)	Hostel Welfare Officer Grade-I ₹. 26600-77030 (16)	Assistant Director including District Social Welfare Officer ₹. 37100-91450 (21)
Mode of Appointment: By promotion of Senior Assistants and equivalent categories in A.P.M.S.						
Qualification: Bachelor Degree						

Recommendations:

Both the compared posts – Superintendent and Assistant Social Welfare Officer-constitute feeder categories for the post of Assistant Director/ District Social Welfare Officer. However their functions and responsibilities are entirely different. While the former is engaged in administrative supervision over the sub-ordinate Ministerial staff, the latter is a field level post entrusted with implementation of various social welfare schemes and supervision over Social Welfare Hostels etc. The Superintendents have so far been part of the ‘Common Category’ posts governed by the APMS Rules and they perform similar nature of work across various departments of the Government.

Considering the above the Commission recommends continuance of the post of Superintendent as a part of the ‘Common Category’.

29. (b). TRIBAL CULTURAL RESEARCH AND TRAINING INSTITUTE

1. Joint Director	₹. 46060-98440 (Grade 24)
2. Deputy Director	₹. 37100-91450 (Grade 21)
3. Assistant Director/ Tabulation Officer	₹. 31460-84970 (Grade 19)
4. Field Officer	₹. 26600-77030 (Grade 16)
5. Field Investigator	₹. 19500-58330 (Grade 10)

Request: It has been represented that on bifurcation of the erstwhile State of Andhra Pradesh the Tribal Welfare Research and Training Institute has been restructured by dividing it into two units – Administrative Unit and Training Unit. The Administrative Unit has been attached to the Directorate of Tribal Welfare. It is stated that the scale of pay of several posts in the Institute is lower than that of equal cadre posts in the Tribal Welfare Department even though the educational qualifications prescribed are higher and the Institute is entrusted with multifarious functions. It has been requested to assign pay scales on par with that of the counterparts in the Tribal Welfare Department.

Recommendations:

Orders have been issued in G.O. Ms. No. 55, Tribal Welfare Department dated 05.05.2016, restructuring the Tribal Cultural Research and Training Institute. The existing rules governing the method of appointment have also been modified. The methods of appointment and qualifications for the posts under contention as per the above G.O. are as indicated below:

Category/Post	Method of Recruitment	Qualifications
Joint Director	By promotion from the category of Deputy Director TCR&TI or Tribal Welfare	
Deputy Director	By promotion from the category of Assistant Director (R) OR By deputation/transfer on tenure basis of Deputy Director of Tribal Welfare	
Assistant Director [including Assistant Director(Law)]	Direct Recruitment/promotion from the category of Superintendent from the Head Office of Commissioner/	1 st or 2 nd Class Master's Degree in Social Anthropology/Sociology/ Social Work with at least two publications in national level academic journals.

	Director Tribal Welfare OR by Contract	1 st or 2 nd Cass Master Degree in Arts, Science or Commerce and Master's Degree in Law (for A.D., Law)
Tabulation Officer	By transfer on deputation from Tribal Welfare Department/Directorate of Economics and Statistics OR on Contract basis.	Master's Degree in Economics with Statistics as one of the subjects or Statistics or Mathematics with Statistics as one of the subjects.
Field Officer	By promotion from the category of Senior Assistant of Head Office of Commissioner/ Director of Tribal Welfare OR on Contract basis	M.A. in Anthropology/Sociology in first/second class
Field Investigator	By Direct Recruitment OR By Contract/ Outsourcing	First or second Class Master's Degree in Sociology/Social Work/ Social Anthropology/ Physical Anthropology/ Economics/Statistics.

It is obvious from the methods of appointment for the categories of Joint Director. Deputy Director and Assistant Director of TCR&TI that these categories are equivalent in hierarchical ranks with those of Joint Director, T.W., Deputy Director, T.W. and Assistant Director, T.W. respectively. The functions assigned to them vide G.O.Ms. No.55 and the qualifications prescribed for their appointments are also no less important than their counterpart ranks in the office of the Commissioner, Tribal Welfare. The Commission therefore is of the view that parity should be drawn between these equivalent categories.

As far as the Tabulation Officer is concerned, a comparison of the method of appointment, qualification level and job profile with those of the Statistical Officer indicates that both these categories are equivalent. The Commission finds that the pay scales assigned to these two categories are the same (Grade-19) which is also the pay scale assigned to the category of Statistical Officer of E&S Department, from which appointments can be made on deputation basis. We are therefore of the view that the present pay scale of this category is appropriate and needs no modification.

It is also seen that the category of Field Officer is a promotion post for the category of Senior Assistants. The qualification level is also quite high. Hence this category should be equated with that of the category of Superintendent in APMS.

In respect of the category of Field Investigator, the claim for equating it with the post of Senior Assistant has no reasonable basis. However keeping in view the qualification prescribed (Master's Degree) for appointment to this category we are inclined to improve its pay scale by two pay grades.

Keeping the above in view, the Commission assigns the following pay scales to the above mentioned categories:

Joint Director	₹. 80910-166680 (Grade 26)
Deputy Director	₹. 70850-158880 (Grade 24)
Assistant Director	₹. 57100-147760 (Grade 21)
Tabulation Officer	₹. 48440-137220 (Grade 19)
Field Officer	₹. 45830-130580 (Grade 18)
Filed Investigator	₹. 34580-107210 (Grade 12)

30. DEPARTMENT FOR WOMEN, CHILDREN, DISABLED AND SENIOR CITIZENS

30.(a). WOMEN DEVELOPMENT AND CHILD WELFARE582 DEPARTMENT

The function of this department is to run institutions for the welfare of the women and children in need and to take care of the empowerment issues relating to women and children. The ICDS program services are rendered through the Anganwadi centers by implementing supplementary nutrition program, pre-school education, immunization, health checkups, referral services, health & nutrition education etc. The Department is headed by the Commissioner / Director at the state Head Quarters. There are four Regional Joint Directors / Regional Deputy Directors, with headquarters at Visakhapatnam, Eluru, Ongole and Kurnool, who are in overall supervision of implementation of various welfare programmes for women and children in their respective zones. The CDPO is in-charge of implementation of all ICDS services and social and empowerment issues of women and children in 3 to 4 Mandals in the project area. She is assisted by 5 to 8 supervisors depending on the number of AWCS sanctioned in the project.

- 1. Women and Child Welfare Officer/
Child Development Project Officer/
Additional Child Development
Project Officer**

₹. 35120-87130 (Grade 20)

Request: It is represented that in addition to the post of District Women and Child Welfare Officer, the posts of Child Development Project Officer, Additional Child Development Project Officer, Manager RWH were included in the A.P. Women and Child Welfare Service Rules issued vide G.O. Ms. No. 5 WD&CW(Est I) Department dated 01.02.2001. The educational qualifications of Degree in Home Science, Social Work and Sociology were prescribed in place of any Degree. The jurisdiction of the District Women and Child Officer is a District whereas the jurisdiction of Child Development Project Officer is erstwhile Panchayat Samithi/ Block spread over 3 to 4 Mandals. Except for jurisdiction, there is no change in the duties and responsibilities of the District Women and Child Welfare Officer and Child Development Project Officer. The posts of District Women and Child Welfare Officer and Assistant Project Officer were upgraded to that of Assistant Director leaving the posts of Child Development Project Officer. The educational qualifications are different when compared to first level Gazetted Officers in other departments. The jurisdiction of the first level Gazetted Officers in many departments like the Mandal Revenue Officer is one Mandal whereas the jurisdiction is three to four Mandals for the Child Development Project Officer. The Automatic Advancement Scheme scales of the Child Development Project Officer are less when compared to those for the the posts in other departments carrying same scale of pay, like the Mandal Parishad Development Officer/Mandal Revenue Officer. It is requested to upgrade the pay scale to that of the Assistant Director.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Child Development Project Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹.28940-78910 (17) Extension Officer Grade I, Superintendent Children Homes and Collegiate Girls Home Graduate Teachers ₹. 24440-71510 (14) Managers of Vocational Training Centers/State Homes and Service Homes ₹. 22460-66330 (12)	Assistant Director/ Assistant Project Director ₹.37100-91450 (21)
Compared Post: District Woman and Child Welfare Officer/Assistant Director WD & CW						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Women and Child Welfare Officer including Child Development Project Officer, Additional Child Development Project Officer ICDS and Manager of Warehouse ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)

Mode of Appointment: (i) By Direct Recruitment (ii) By transfer of Superintendents/ Extension Officer Grade-I/ Superintendent Children Homes and Collegiate Girls' Homes/ Graduate Teachers/ Managers of Vocational Training Centres and State Homes and Service Homes.

Qualification: By Direct Recruitment – Degree in Home Science or Social Work or Sociology

Recommendations:

The request is to upgrade the post of Child Development Project Officer to that of Assistant Director. It is observed that in the Social Welfare, Tribal Welfare and B.C. Welfare Departments the posts of Assistant Director has been equated with the posts of District Social/ Tribal/ B.C. Welfare Officers respectively. Similarly in the Women and Child Development Department the post of Assistant Director is on par with the post of Assistant Project Director, DW&CD Agency (as re-designated in in GO Ms. No. 103 Finance (SMPC I) Department dated 28.05.2011), which is the next promotion post for the post of Child Development Project Officer, and not on par with the post of Child Development Project Officer.

Keeping in view the above facts and the qualifications and responsibilities associated with the post, it is felt that the existing pay scale is adequate. Hence, the corresponding pay scale of ₹.54060-140540 (Grade-20) is assigned to the post.

- | | |
|-------------------------------|---------------------------|
| 2. Extension Officer Grade I | ₹. 24440-71510 (Grade 14) |
| 3. Extension Officer Grade II | ₹. 17890-53950 (Grade 08) |

Request: It is represented that both the posts of Extension Officer Grade I, Women and Child Welfare Department and Extension Officer (PR&RD) belong to Panchayat Subordinate Service. Both are Extension Officers. The requirement for Direct Recruitment of Extension Officer Grade I is Bachelor's Degree in Home Science, which is of technical nature, B.A. (Social Work) and B.A. (Sociology) whereas any Bachelor's Degree is adequate for the Extension Officer (PR&RD). moreover, the jurisdiction of the post of Extension Officer Grade I is larger than that of the Extension Officer PR&RD. The duties of Extension Officers Grade I and Grade II have increased substantially due to extensive digitalization such as geo tagging of Aganwadi Centres, online Growth Monitoring etc. and implementation of innovative schemes like Anna Amrutha Hastam, Sabala, Giri Gorumuddalu and so on. Further, they take part in Mandal Team Departmental programmes such as Gram Swaraj Abhiyan, Swacha Bharat Mission, Janmabhoomi-manavooru, Navanirman Deeksha, Pallekupodam etc. The promotion post to the Extension Officer Grade I is Child Development Project Officer and promotion post to the post of Superintendent is Mandal Parishad Development Officer which carry the same scale of pay but the pay scale of Superintendent is higher than that of the Extension Officer Grade I. It is therefore requested to assign pay scale to the

Extension Officer Grade I on par with that of the Extension Officer PR&RD or at least on par with Superintendent and to the Extension Officer Grade II on par with Senior Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Extension Officer Grade I						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6675-15500 (13)	12550-35800 (14)	24440-71510 (14)	Village Development Officer (W) Grade I ₹.22460-66330 (12) Extension Officer Grade-II ₹. 17890-53950 (08) Teachers in crèches, Balwadis, Balvihars, Women and Child Welfare centers, State Homes, Service Homes etc. ₹.18400-55410 (09)	Women and Child Welfare Officer including Child Development Project Officer, Additional Child Development Project Officer ICDS and Manager of Warehouse ₹.35120-87130 (20)
Compared Post: Extension Officer of PR & RD Department						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I ₹.28940-78910 (17) Senior Assistant ₹.22460-66330 (12)	Mandal Parishad Development Officer/ Divisional Panchayat Officer / ₹.35120-87130 (20)

Compared Post: Superintendent						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Mandal Parishad Development Officer ₹.35120-87130 (20)
Mode of Appointment : By Direct recruitment or by transfer from among VDOs Grade-I (W) or by promotion from among Extension Officer Grade-II ICDS, Teachers in Crèches, Balwadis, Balvihars, Women and Child Welfare Centres, State Homes, Service Homes etc.						
Qualification: For Direct Recruitment - Bachelor's Degree in Home Science or Social Work.						
Extension Officer Grade II						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	Direct Recruitment	Extension Officer Grade-I ₹.24440-71510 (14)
Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Mode of Appointment: By Direct recruitment from Anganwadi Workers or by transfer from the category of Co-ordinators / Instructors (W) or from among the category of Mobile Creche Teachers (Women).						
Qualification: By Direct Recruitment/transfer: Must have passed SSC, must have put in a continuous service of 10 years and should not have completed (45) years of age as on 1 st July of the recruitment year						

Recommendations:

The compared category of Extension Officer (PR&RD) is directly recruited through the Group-II examination of APPSC and also by promotion/ transfer of Panchayat Secretary Grade-I/ Senior Assistant, has a qualification of Graduation for Direct Recruitment and performs relatively wider range of functions. Since 1993 there has been a gap of 2/3/4 pay grades between the pay scales of Extension Officer (P.R.&R.D.) and Extension Officer Gr-I of WD&CW Department.

Similarly, since the 1993 RPS, there has been a gap of 3-4 pay grades between the Extension Officer Grade-II (Women Development and Child Welfare Department) and the Senior Assistant categories. While the former has the minimum educational qualification of S.S.C., the latter has Graduation and Pass in Computer Proficiency Test/ Office Automation prescribed as the required qualification at the entry level of Junior Assistants.

Keeping in view the respective qualifications and duties and responsibilities, the following scales are assigned to the two categories:

Extension Officer Grade I	₹. 38720-118390 (Grade-15) (Benefited by one grade)
Extension Officer Grade II	₹. 27500-87480 (Grade-8) (Status quo)

4. Lady Superintendent ₹. 24440-71510 (Grade-14)

Request: It is represented that the qualifications prescribed for the post of Superintendent Children Homes and Collegiate Homes (Lady Superintendent) are Degree with Teachers' Training (B.Ed) and it is a feeder category to the post of DW&CWO / CDPO/ACDPO along with Extension Officer (W&CW) Grade I in the combined seniority. The 10 th Pay Revision Commission assigned the pay scale of ₹. 24440-71510 on par with that of the Extension Officer Grade I. The Extension Officer Grade I and the Superintendent, Children Home Collegiate Homes are inter transferable. Hence, it is requested to assign pay scale to the Lady Superintendent, Children Homes and Collegiate Homes on par with that of the Extension Officer Grade I (W&CW).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Lady Superintendent (Children Homes and Collegiate Homes)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Matron ₹15460-47330 (06)	Women and Child Welfare Officer including Child Development Project Officer, Additional Child Development Project Officer ICDS and Manager of Warehouse ₹.35120-87130 (20)

Compared Post: Extension Officer Grade-I (W&CW) / Supervisor Grade-I of W&CW Department.						
2315-4880 (12)	4430-9300 (12)	6675-15500 (13)	12550-35880 (14)	24440-71510 (14)	Village Development Officer (W) Grade I ₹.22460-66330 (12) Extension Officer Grade-II ₹. 17890-53950 (08) Teachers in crèches, Balwadis, Balvihars, W&CW Centers, State Homes, Service Homes etc. ₹.18400-55410 (09)	Women and Child Welfare Officer including Child Development Project Officer, Additional Child Development Project Officer ICDS and Manager of Warehouse ₹.35120-87130 (20)
Mode of Appointment: By Direct Recruitment/promotion from the category of Matrons and Wardens, Graduate Extension Officers/ transfer from any other category, who are Graduates, as a special case						
Qualification: By Direct Recruitment – Graduation with Teachers Training. By promotion/transfer- Graduation with five years of experience.						

Recommendations:

The Commission recommends that the existing parity with the Extension Officer Grade-I (W&CW) be maintained, as has been requested, and accordingly the pay scale of ₹.38720-118390 (Gr.15) is assigned, to the Lady Superintendents (Children Homes/ Collegiate Girls' Home), thus benefiting by one pay grade.

The Graduate Teacher/ School Assistant shall also enjoy a par scale of ₹.38720-118390 (Gr.15)

**30. (b). DEPARTMENT FOR WELFARE OF DIFFERENTLY ABLED,
TRANSGENDER AND SENIOR CITIZENS**

The Department for the Welfare of Differently Abled, which was earlier a part of the Social Welfare Department, was established as an independent department in the year 1983 with the objective of rehabilitation and empowerment of the Differently Abled persons. It runs three Residential schools at Vizianagaram, Bapla and Ongole and three special Residential Schools for the Visually Challenged at Viziangarm, Visakhapatnam and Hindupur and several hostels for the Differently Abled students. The Department also sanctions scholarships to the physically challenged students. Welfare of Senior Citizens was entrusted to the department about a decade ago and the welfare of the Transgender persons was entrusted last year. The department is headed by a Director (now held by a cadre Officer), assisted by one Deputy Director, one Assistant Director, one Placement Officer and other supporting staff. The representations received from the Departmental employees are discussed below.

1. **Director** ₹. 61450-105810 (Grade 28)
2. **Deputy Director** ₹. 46060-98440 (Grade 24)

Request: It is represented that the post of Director was a cadre post till 2015. Thereafter, the post has been made a State Govt. post to be filled up by a Departmental Officer. The post of Deputy Director is the next higher post after the Director. It is requested that a suitable pay scale be assigned to the Director and a higher pay scale may be assigned to the Deputy Director						
Director (in case departmental officer is posted)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	61450-105810 (28)	Deputy Director ₹.46060-98440 (24)	
Mode of Appointment: (i) By promotion from the category of Deputy Director (ii) By transfer on tenure of an officer of equivalent or comparable rank of other Departments of Government preferably Departments of Employment and Training, Industries, Co-Operation, Social Welfare, Women and Child Welfare, Information and Public Relations and Education Department						

Deputy Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant director ₹.37100-91450 (21) Principal Residential School for Visually Handicapped or Hearing Handicapped ₹.42490-96110 (23)	Director ₹.61450-105810 (28)
<p>Mode of Appointment (i) By promotion from the category of Assistant Director and Principal Residential School for Visually Challenged or Hearing Impaired.</p> <p>(ii) By transfer on tenure basis of an officer of equivalent or comparable rank of other Departments of Employment and Training, Industries, Co-operation, Social Welfare, Women and Child Welfare, Information and Public Relations and Education Department.</p>						
<p>Qualification: The qualification prescribed for the feeder post of Assistant Director is a Master Degree in Sociology/ Social Work/ Social Science/ Psychology.</p>						

Recommendations:

Keeping in view the hierarchy of positions, duties and responsibilities, qualifications prescribed and drawing parallel with the posts of corresponding ranks in the Women Development and Child Welfare Department, the Commission feels that the existing pay grades are appropriate compensation for these posts and accordingly assigns the following corresponding pay scales:

Director	₹. 94500-170580 (Grade 28)
Deputy Director	₹. 70850-158880(Grade 24)

3. Placement Officer**₹. 28940-78910 (Grade 17)**

Request: It is represented that initially the post of Placement officer was created in a higher scale than that of the Superintendent. It is the first level Gazetted post and is to be filled in by transfer of Superintendents of Homes for the Differently Abled. But now it is carrying a pay scale on par with that of the Superintendent. It is requested that a higher pay scale may be assigned to the Placement Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Placement Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Superintendent ₹.28940-78910 (17)	Assistant Director ₹.37100-91450 (21)
Compared Post: Superintendent						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹22460-66330 (12)	Assistant Director ₹.37100-91450 (21)
Mode of Appointment: i) Appointment by transfer of Superintendents / Superintendent of Homes for Disabled						
Qualification: The qualification prescribed is the same as that for the feeder category of Superintendents i.e., Graduate Degree						

Recommendations:

It is observed that the posts of Placement officer as well as Superintendent/ Superintendent of Homes constitute a common feeder category for promotion to the post of Assistant Director in the Differently Abled Welfare Department. In the 9th and 10th PRCs all these posts were assigned the same pay scale (Grade 17). The Commission is of the view that this parity is appropriate and should continue and accordingly assigns the pay scale of ₹.45830-130580 (Grade- 18) to the Placement Officer/ Superintendent of Homes/ Superintendents.

GOVERNMENT RESIDENTIAL SCHOOLS FOR HEARING HANDICAPPED/VISUALLY HANDICAPPED

4. Principal	₹.	42490-96110 (Grade 23)
5. Post Graduate Teachers (PGT)	₹.	37100-91450 (Grade 21)
6. Trained Graduate Teachers (TGT)	₹.	31460-84970 (Grade 19)
7. Secondary Graduate Teacher/ Music Teacher / Craft Instructor/ Physical Educational Teacher/ Audiologist-cum-Speech Therapist (ACST) Mobility Orientation Training Teacher	₹.	23100-67990 (Grade 13)

Request: It is represented that in addition to normal teaching duties, the teachers and staff are required to perform additional responsibilities attached with residential system of schooling like House Master, remedial and supervisory studies, organization of co-curricular activities, mess duties etc. Thus the work load of teachers in Residential schools is much higher as compared to other non-Residential schools. A teacher in a residential school has to takes students for mountaineering, earn while you learn training, Quest, summer camps etc. Elaborating in detail the job chart for the teachers of Residential Schools, they have requested for the following pay scales in the Revised Pay Scales of 2018:

Principal	₹. 108710-235900
Post Graduate Teachers	₹. 93850-223300
Trained Graduate Teacher	₹. 37100-91450
Secondary Grade Teacher/ Drawing Teacher/ Craft Instructor/ Physical Education Teacher/ Audiologist-cum-Speech Therapist (ACST)	₹. 70040-193960
Staff Nurse	₹. 52210-168060
Junior Assistant/ Junior Assistant cum Typist/LD Steno	₹. 35560-118270
Office Subordinate	₹. 26520-85930

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Principal of Junior College/ Residential Schools

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4140-8140 (22)	7900-15475 (22)	11755-26300 (22)	21820-48160 (23)	42490-96110 (23)	Trained Graduate Teacher working as PGT ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)

Mode of Appointment: (i) By direct recruitment.

(ii) By promotion from among qualified and Eligible Trained Graduate Teachers working in Residential School for Visually Handicapped or Hearing Handicapped.						
Qualifications: By Direct Recruitment – Master’s Degree in any subject with a Degree in Education; undergone training in the Education of Visually Handicapped/ Hearing Handicapped from any recognized Institution for a period of one year or an equivalent recognized qualification						
Post Graduate Teachers						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Post Graduate Teachers (PGT).						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Trained Graduate Teacher (on seniority basis) ₹.31460-84970 (19)	Principal ₹42490-96110 (23)
Mode of Appointment: Service Rules have not yet been framed. TGTs are being posted on seniority basis as PGTS and PGTs as Principals.						
Trained Graduate Teachers (TGT).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	31460-84970 (19)	Secondary Grade Basic Training Teacher ₹.23100-67990 (13)	Principal ₹42490-96110 (23)
Mode of Appointment: By Direct recruitment/by promotion of Secondary Grade Basic Training Teacher.						
Qualification: Direct Recruitment - Bachelor’s Degree in any subject and a Bachelor’s degree in Education with one year Teacher Training certificate in teaching the visually Handicapped/hearing Handicapped children Promotion - Must be a graduate or any other equivalent qualification.						

Secondary Graduate Teacher/Music Teacher/ Craft Teacher/Physical Education Teacher/ Audiologist-cum-Speech Therapist (ACST)/ Mobility Orientation Training Teacher

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	23100-67990 (13)	Initial Post	Trained Graduate Teacher ₹.31460-84970 (19)

Mode of Appointment: All categories by Direct Recruitment

Qualification: Secondary Grade Teacher - Intermediate with one year training in teaching the visually handicapped/ hearing handicapped from any recognized Institution or any other equivalent qualification

Music Teacher- A certificate of having passed the Government Technical Examination in Indian Music in the Higher Grade or any other Certificate OR a Technical Teacher's Certificate in Music of the Lower Grade and ii) Eligibility at the S.S.L.C. or a pass in the H.S.C. Public Examination or a completed S.S.L.C. A diploma in Indian Music or the Degree of the Bachelor of Arts with Indian Music under Part- III of the Degree Course of a University in the State or any other qualifications considered as equivalent thereto.

Craft Teacher - Must have passed Matriculation or an equivalent examination with a Craft Instructor's Certificate

Physical Education Teacher - Must possess a diploma or a certificate in Physical Education

Audiologist-cum-Speech Therapist (ACST) - B.Sc. (Speech and Hearing). In case candidates with B.Sc. (Speech and Hearing) are not available, candidates with Master of Communication Disorders or its equivalent diploma awarded by any recognized institution.

Mobility Orientation Training Teacher- Must have passed Intermediate with Training Certificate in Orientation and Mobility

Recommendations:

For analyzing the request a comparison was drawn with equivalent posts in the education sector as follows:

Education Department	Differently Abled Department
Principal, Junior College : (Pay Grade 23) Qualification: P.G. Degree (Ist/IIInd class) or BA/ B.Sc./ B.Com (Hons)	Principal- (Pay Grade 23) Qualification: P.G. Degree with B.Ed. and 1 year training in education of P.H. persons
Junior Lecturer (Intermediate Education) (Pay Grade 21) Qualification: P.G. Degree in at least 2 nd class with minimum 50% marks or Hons. Degree in BA/ B.Sc./ B.Com .	Post Graduate Teacher (Pay Grade 21) Qualification: P.G. Degree in concerned subject
School Assistant (School Edn.) (Pay Grade 17) Qualification: Bachelor Degree with B.Ed.	Trained Graduate Teacher (Pay Grade 19) Qualification: Bachelor Degree with B.Ed.
Secondary Grade Teacher (School Education) (Pay Grade -11), Qualification: Intermediate with Diploma in Education	Secondary Grade Teachers (Pay Grade 13) Qualification: Intermediate with 1 year training in education of P.H. persons

It is seen from the above Table that the pay scale of the Principals of Residential Schools under the Differently Abled Department is at par with that of the Principals of Junior Colleges. Similarly the P.G. Teachers are drawing a pay scale on par with that of the Junior Lecturers of Intermediate Colleges. This reflects the appreciation of their enhanced responsibilities.

The Trained Graduate Teachers and Secondary Grade Teachers are however drawing pay scales which are two grades higher than those of equivalent posts in the School Education Department although they have the same qualification levels. This differential is justifiable considering the greater responsibilities associated with a residential school environment.

Considering the above position the Commission feels that the pay grades assigned now to the above mentioned categories are appropriate and should continue. Accordingly the following corresponding pay scale are assigned in the present RPS:

Principal	₹. 65360-154980 (Grade 23)
Post Graduate Teachers (PGT)	₹. 57100-147760 (Grade 21)
Trained Graduate Teachers (TGT)	₹. 48440-137220 (Grade 19)
Secondary Graduate Teacher/ Music Teacher / Craft Instructor/ Physical Educational Teacher/ Audiologist-cum-Speech Therapist (ACST) Mobility Orientation Training Teacher	₹. 35570-109910 (Grade 13)

8. Staff Nurse ₹. 25140-73270 (Grade 15)

Nurse						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (Q) (12)	6675-15500 (Q) (13)	12910-36700 (Q) (15)	25140-73270 (Q) (15)		
	----- 4190-8700 (UQ) (11)	----- 6195-14175 (UQ) (11)	----- 10900-31550 (UQ) (11)	----- 21230-63010 (UQ) (11)		
Compared post: Staff Nurse (medical & Health department)						
2315-4880 (12)	4430-9300 (12)	6675-15500 (13)	12910-36700 (15)	25140-73270 (15)		
Mode of Appointment: By transfer on tenure of Nurses in the Medical and Health Department and if not available by Direct Recruitment						
Qualification: Must possess Diploma in General Sick Nursing and Midwifery form a recognized Institution or must have undergone a successful training for a period of not less than three years in General Sick Nursing of Men or Women, for a period of 6 months in Mid-wifery training approved by the State Government under rule 37 of the rules made under						

sub-sections(2) of Section II of the Andhra Pradesh Nurse Midwives Act, 1926 with qualifications prescribed for registration as Nurse and Maternity Assistant under the said Act or

Recommendations:

The category of Staff Nurse has the same qualification requirement as the Staff Nurses of Medical & Health Department and is also appointed on tenure basis of Staff Nurses in that Department. Hence this category is assigned the pay scale of ₹.40970-124380(Grade 16) on par with that of the Staff Nurses of Medical & Health Department, as now recommended by this Commission, thus improving by one grade.

[Note: Unqualified Nurses, if any still in service, will however continue to draw a pay grade of 11 (₹.32670-101970)]

30.(c). JUVENILE WELFARE AND CORRECTIONAL SERVICES DEPARTMENT

The Department of Juvenile Welfare was separated from the Jails Department on 10.4.1990 for extending specialized treatment to neglected and delinquent juveniles. The Correctional services were transferred from the Jail Department in 1995 and the Welfare of Street Children was added to the department's portfolio in 1997. The core functions of the department are protection of children below 18 years by ensuring proper and prompt adjudication of cases against them and supply of food, clothes, education etc. under the statutory provisions of A.P. Juvenile Justice (Care and Protection of Children) Rules, 2003. The department also monitors the Scheme of "welfare of street children", a Central Government Scheme. There are Observatory Homes, Children Homes, Special Homes, State Care Homes and Children Guidance Bureaus under the control of the department for taking care of the neglected and delinquent juveniles. The Department is headed by a Commissioner/Director who is assisted by Joint Directors, Deputy Directors, and Chief Probationary Superintendents and other ministerial staff.

1. Superintendent of Homes/

Assistant Chief Probation

Superintendent/

Regional Inspector of Probation

₹. 37100-91450 (Gr. 21)

Request: It is stated that the posts of Superintendent of Homes, Assistant Chief Probation Superintendent and Regional Inspector of Probation are inter transferable. They have been assigned the new responsibility of registration and inspection of child care institutions located in the districts. These posts carried the pay scale of Rs.19050-45850 whereas the Project Director, District Women & Child Development Agency carried the pay scale of Rs. 18030-43630 in the 2010 Pay Scales. However, the Tenth Pay Revision Commission assigned the pay scale of Rs.37100-91450 to both these categories notwithstanding the fact that the jurisdiction of Superintendent of Homes is district whereas the Project Director has Mandal as jurisdiction. It is added that the pay scale of the Project Director has been subsequently enhanced to Rs.46060-98440 thus assigning the post a much higher pay scale. It is therefore requested to establish parity in pay grade with that of the Project Director, District Women and Child Development agency.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Superintendent of Homes/ Assistant Chief Probation Superintendent/ Regional Inspector of Probation						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	District Probation Officer Grade I / Case Worker/ Deputy Superintendent of Homes ₹.31460-84970 (19)	Chief Probation Superintendent ₹.49870-100070 (25)
Compared post: Assistant Project Director (formerly Project Director), District Women & Child Development Agency, Women Development and Child Welfare Department						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Women and Child Welfare Officer Child Development Project Officer Additional Child Development Project Officer Manager Ware House ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment						
By promotion from the category of District Probation Officer Grade I including Case worker, Deputy Superintendent Special Homes and Deputy Superintendent Juvenile Home and Deputy Superintendent Child Guidance Bureau.						
Qualification: Degree in any subject and P.G. Diploma or Degree in Social Work with specialization in Criminology and Correctional Administration						

Recommendations:

The Commission finds that orders were issued in GO Ms. No. 103 Finance (SMPC I) Department dated 28.05.2011 creating 9 posts of Joint Directors and 14 posts of Deputy Directors in lieu of suppression of 23 posts of Assistant Project Officers. These Orders were followed by orders in G.O. Ms. No.24, Women, Children, Disabled and Senior Citizens Department dated 28.05.2011 in which an administrative restructuring was effected as follows:

(a) by allotting 23 Deputy Directors (including the 14 newly created ones) to the 23 districts of the then combined State of Andhra Pradesh. These Deputy Directors were assigned the designation of Project Directors. In effect the post of Project Director was upgraded from the Assistant Director cadre to the Deputy Director cadre and accordingly the pay scale of Rs.46060-98440, applicable to the cadre of Deputy Director, was assigned to them.

(b) the 23 posts of Project Directors, held earlier by Assistant Director cadre officers, were re-designated as Assistant Project Directors to work under the administrative control of the newly designated Project Directors (of Deputy Director cadre).

Thus, to reiterate, what was done was only an administrative reorganization and not revision of scale of pay of the Project Directors. However, this re-organisation was not properly reflected in Volume-III of the report of the Tenth Pay Revision Commission. In fact parity in pay scale between the two posts of Superintendent of Homes etc. and Assistant Project Director (formerly Project Director), District Women & Child Development Agency was brought forth in the 10th PRC.

Thus the posts of Superintendent of Homes/Assistant Chief Probation / Superintendent/Regional Inspector of Probation are comparable to the post of Assistant Project Director which is in the category of Assistant Director but not with the Project Directors in the category of Deputy Directors.

During discussion with the Service Associations fresh comparisons were drawn by the employees with the posts of Assistant Director of Agriculture (Grade-22), District Supplies Officer (Grade-22), Regional Employment Officer (Grade-22) and District Tribal Welfare Officer (Grade-21). However Assistant Director, Agriculture is a technical position and also the scope and width of duties of all these posts are entirely different and are not comparable.

Hence, the Commission feels that the existing pay scale is adequate. Accordingly, the corresponding pay scale of ₹.57100-147760 (Grade- 21) is assigned to all the three equivalent categories mentioned above.

**2. District Probation Officer Gr-I /
Case Worker/
Deputy Superintendent of Homes**

₹. 31460-84970 (Grade 19)

Request: It is stated that the posts of District Probationary Officer Grade I / Case Worker and Deputy Superintendent of Homes and Child Development Project Officer are the first level Gazetted posts in respective departments but the Child Development Project Officer (Women Development & Child Welfare Department) is carrying a higher pay scale even though he/she has smaller jurisdiction. It is therefore requested to bring parity in pay scale with the Child Development Project Officer.						
Duties in brief: The District Probationary Officer Gr-I functions from the District Head Qrs. and is having jurisdiction over 12-15 Mandals. The Case Worker and Dy. Superintendents of Homes operate Children Homes/ Special Homes set up for a group of districts/ region. They have to submit reports to Courts/ Boards/ Committees.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
District Probation Officer Gr-I / Case Worker/ Deputy Superintendent of Homes						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	31460-84970 (19)	District Probation Officer Grade II, Assistant Superintendent of Juvenile Home for Girls, Assistant Superintendent of Observation Home for Girls ₹.28940-78910 (17)	Superintendent of Homes, Assistant Chief Probation Superintendent, Regional Inspector of Probation ₹.37100-91450 (21)
Compared Post: Child Development Project Officer of Women Development and Child Welfare Department						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent (Ministerial Service) ₹.28940-78910 (17) Extension Officer (Supervisor) Grade I	Project Director District Women & Child Development Agency ₹.37100-91450 (21)

					Superintendent, Children Homes and Collegiate Girls Homes Graduate Teacher ₹.24440-71510 (14) Managers of Vocational Training Centers ₹.22460-66330 (12)	
Mode of Appointment						
By promotion from the category of District Probation Officer Grade-II , Assistant Superintendent of Juvenile Home for Girls and Assistant Superintendent of Observation Home for Girls .						
Qualification: Degree and P.G. Diploma/ Degree in Social Work with specialization in Criminology and Correctional Administration						

Recommendations

Historically speaking, right since the 1993 RPS, there was never a parity in pay scales between the above two compared categories of posts. In fact their functional responsibilities are different. While the responsibilities of the discussed categories are mentioned above, the CDPO is responsible for implementation and administration of the ICDS programme at project level and provides the link between the ICDS functionaries and Government administration. The ICDS is targeted at children upto the age of 6 years and pregnant and lactating mothers and women in the age group of 16-44 years. The scheme is aimed to improve the health, nutrition and education (KAP) of the target community. Considering this, the single grade gap in pay scale is justified. The present pay scales seem appropriate. Accordingly the Commission assigns the corresponding pay scale of ₹.48440-137220 (Grade- 19) to these three categories of posts.

3. **Head Supervisor**

₹. 19500-58330 (Grade 10)

4. **Supervisor**

₹. 15460-47330 (Grade 06)

Request: It has been represented that the Head Supervisor and Supervisor take care of street children and have also to attend to correctional service of destitute children and young children who commit minor crimes. It is stated that the pay scales of the categories of Head Supervisor and Supervisor were improved and equated with those of Warder and Head Warder of Prisons Department. The eighth and Ninth Pay Revision Commissions maintained that parity. However, the Tenth Pay Revision Commission disturbed the parity by assigning a higher scale to the Warder and Head Warder of Prisons Department. It is requested to restore the earlier parity.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Head Supervisor						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1665-3200 (06)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	19500-58330 (10)	Supervisor ₹.15460-47330 (06)	Junior House Master ₹.22460-66330 (12)
Compared Post: Head Warder in Prisons Department						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	21230-63010 (11)	Warder ₹.16400- 49870 (07)	Chief Head warder ₹.23100- 67990 (13)
Mode of Appointment: By promotion from Supervisor and, if not available, by Direct Recruitment						
Qualifications: SSC						
Supervisor						
1475-2675 (03)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	Office Subordinate ₹.13000-40270 (01)	Head Supervisor ₹.19500-58330 (10)
Compared Post: Warder in Prisons Department						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)	Direct Recruitment	Head warder ₹.21230-63010 (11)
Mode of Appointment: By Direct Recruitment or by transfer of Office Subordinates						
Qualification: SSC						

Recommendations:

According to the Andhra Pradesh Juvenile Welfare and Correctional Subordinate Service Rules the qualification prescribed for the posts of Head Supervisor and Supervisor is SSC whereas the qualification for the posts of Head Warder and Warder (Prisons Department) has been improved to Intermediate. The Tenth Pay Revision Commission, keeping in view the enhanced qualifications, improved the pay scales of Warders and Head Warders. The duties and responsibilities also differ. As such, the request for parity with these categories is not tenable. Keeping the above position in view, it is considered that the existing pay scales of these two categories are appropriate. Accordingly, the corresponding pay scales, as shown below, are assigned.

Head Supervisor	₹. 29980-94500 (Grade 10)
Supervisor	₹. 23780-76730 (Grade 06)

31. YOUTH ADVANCEMENT, TOURISM AND CULTURE DEPARTMENT
31.(a). ARCHAEOLOGY AND MUSUEMS DEPARTMENT

The Government of Andhra Pradesh has given prominent role to cultural development of the State. In order to have unified and focused attention to the nurturing and promotion of cultural diversities of the State, the Government of Andhra Pradesh has established the Department of Culture in 1981. The main objectives of the department are the administration of government colleges/schools of music and dance, promotion of culture through voluntary cultural organizations, rendering financial assistance to old and indigent artists, implementation of centrally sponsored schemes relating to financial assistance to eminent sanskrit pandits and men of letters, construction of auditoria in different parts of the state. It promotes propogation of telugu culture outside the state by providing annual grant to organisations, conducs cultural programmes, state functions, festivals and programmes in collaboration with zonal centres like the South Zone Cultural Centre and South Central Zone Cultural Centre etc. It also conducts theatre workshops for promotion of telugu drama and organizes documentation of cultural programmes and dying art forms..

1. Keeper of Estampages ₹. 21230-63010 (Grade 11)

Request: It is represented that there is no promotion channel for the post of Keeper of Estampages. The holder of the post joined the department in 1994 as Estampage Taker and got promotion as Keeper of Estampages in 1999. The petitioner has stated that he is a Post Graduate in History and is going to retire on 30 th April, 2023. It is requested to create a promotion channel to the post of Technical Assistant from the category of Keeper of Estampages. There is also a request to assign the pay scale of ₹.31460-84790 (Grade-19) applicable to the post of Technical Assistant, keeping in view his long service.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	9460-27700 (09)	21230-63010 (11)	Estampage Taker ₹.14600-44870 (04)	
Compared Post: Technical Assistant						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	16150-42590 (19)	31460-84970 (19)		Assistant Director ₹. 37100-91450 (21)
Mode of Appointment: By promotion from the category of Estampages Taker.						

Recommendations:

According to the Andhra Pradesh Archaeology and Museums Subordinate Service Rules the post of Keeper of Estampages is filled up by promotion from the category of Estampage Taker, which itself is filled up by transfer of Office Subordinates in the Andhra Pradesh Last Grade Service. The Service Rules do not prescribe any specific qualification for appointment to the post of Keeper of Estampages or Estampage Taker. The higher academic qualification possessed by an individual or the long service put in by him cannot be the grounds for assigning a higher pay scale to that individual. Hence, keeping the duties and responsibilities attached to the post in view, it is considered that the existing pay scale is adequate and the corresponding scale of ₹.32670-101970 (Grade-11) is assigned.

32. WORK CHARGED ESTABLISHMENT

The 'Work Charged' establishment has been a part of all the Engineering departments of the Government since a long time. These personnel are deployed mainly for keeping a watch on project execution and post completion maintenance of various public infrastructure. Traditionally, the remunerations payable to the complement of 'Work Charged' staff working on execution of a public infrastructure project is borne from out of the project cost itself by earmarking certain percentage (petty supervision charges) of the estimate for this purpose. Once the project is completed, the staff move out to a new project. Hence the nomenclature 'Work Charged'.

Government, vide G.O.Ms.No.107, Public Works Department dated 7.2.1974, broadly classified all the employees into five major segments, namely Unskilled, Semi-skilled, Skilled, Highly Skilled and Supervisory basing on the qualification and experience level prescribed and nature of duties performed. Within these broad segments (and sub-segments) the various categories of posts were listed trade-wise. Another major decision taken in the same order was to specify standardised pay scales for each segment/ sub-segment of employees. This resulted in rationalisation of pay structure of the entire cadre of 'Work Charged' employees.

The details of the classification are as under:

1. Unskilled
2. Semi-Skilled
3.
 - i) Skilled Class V
 - ii) Skilled Class IV
 - iii) Skilled Class III
 - iv) Skilled Class II
 - v) Skilled Class I
4.
 - i) Highly Skilled Class IV
 - ii) Highly Skilled Class III
 - iii) Highly Skilled Class II
 - iv) Highly Skilled Class I
5. Supervisory

The following 16 trades were introduced:

- A. Watch and Ward
- B. Mazdoor
- C. Rest House Establishment
- D. Gardens

- E. Floating Plants
- F. Laboratory
- G. Rigger
- H. Photography
- I. Executive
- J. Operational
- K. Construction and Equipment
- L. Repairs
- M. Workshops and Construction
- N. Drilling
- O. Electrical
- P. Telephones and Wireless

Subsequently, from time to time, some new posts such as Sluiceman, Painter, Blacksmith, Carpenter, Dredger Operator etc. were brought within the umbrella of Work Charged establishment.

ANALYSIS OF INDIVIDUAL CATEGORY-WISE REPRESENTATIONS:

The representations received from the Employees Associations for alteration of pay scales are discussed below:

- 1. **Mechanic Grade-III** ₹. 15030-46060 (Grade-5)
- 2. **Fitter Grade-I** ₹. 15030-46060 (Grade-5)

Request: It has been pointed out that both the promotion post of Mechanic Grade-III and feeder post of Fitter Grade-I have been assigned the same pay scale. It is requested to resolve the anomaly by assigning higher pay scale to the category of Mechanic Grade-III						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and two posts						
Mechanic Grade-III						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15030-46060 (5)	Fitter Grade-I ₹.15030-46060	Mechanic Grade-II ₹.16400-49870 (7)

Fitter Grade-I						
1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15030-46060 (5)	Fitter Grade-II ₹.14600-44870 (4)	Mechanic Grade-III ₹. 5030-46060 (5)
Mode of Appointment: In the Repairs Trade the category of Mechanic Grade-III is filled up by promotion of Fitter Grade-I						
Qualifications: Mechanic Grade-III: 5 years experience as Fitter Grade-I in particular Trade Fitter Grade-I: 5 years experience as Fitter Grade-II in particular Trade						

Recommendations:

The Commission agrees with the contention that there is an existing anomaly since both the promotion and feeder categories have been assigned the same pay scales right since the 1993 RPS. We also find that contrary to the classification of the category Mechanic Grade-III under Skilled Class II in G.O. Ms. No. 107, Public Works Department dated 7-2-1974, it has been classified under Skilled Class-III in Volume-III of the Report of the 10th PRC. No specific reason has been assigned for the same. Hence the Commission recommends resolution of the anomaly by assigning the following revised pay scales:

Mechanic Grade-III	₹. 25220-80910 (Grade-7) (improved by two grades)
Fitter Grade-I	₹. 23780-76730 (Grade-6) (improved by one grade)
3. Light Vehicle Driver Grade-I	₹. 15460-47330 (Grade-6)
4. Light Vehicle Driver Grade-II	₹. 15460-47330 (Grade-6)
5. Heavy Vehicle Driver Grade-I	₹. 17890-53950 (Grade-8)
6. Heavy Vehicle Driver Grade-II	₹. 17890-53950 (Grade-8)

Request: It is requested that Driver Grade-I and II (both L.V. and H.V.) should be assigned different pay grades as Driver Grade-I is a promotion category for the Driver Grade-II. It has also been requested to assign pay scales to the Road Roller Operators and Launch Drivers on par with that of H.V. and L.V. Drivers respectively.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and two posts

L.V. Driver Grade-II

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (5)	2990-5810 (5)	4595-10285 (6)	7960-23650 (6)	15460-47330 (6)	Cleaner ₹.13000-40270 (1)	

L.V. Driver Grade-I

1595-3020 (5)	2990-5810 (5)	4595-10285 (6)	7960-23650 (6)	15460-47330 (6)	-----	H.V. Driver Grade-II 17890-53950 (8)
------------------	------------------	-------------------	-------------------	--------------------	-------	--

Mode of Appointment: L.V.Driver Gr-II: Direct Recruitment/ promotion of Cleaner;
L.V. Driver Gr-I: Direct Recruitment

Qualification: L.V. Driver Gr-II: By direct recruitment- should possess a licence to drive light vehicle with an experience in operation and maintenance of a light vehicle for a period of not less than 3 years in driving and maintenance of pickup vans, or a station wagons or cars; By promotion- Five years service as Cleaner and possess license to drive Light Vehicle for a period of one year.

L.V. Driver Gr-I: Possess a license to drive light vehicle with an experience in operation and maintenance of a light vehicle for a period of not less than 6 years. Must be experienced in driving and maintenance of pickup vans or a station wagons or cars

H.V. Driver Grade-II

₹.					Feeder Category	Promotion Category
1993	1999	2005	2010	2015		
1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	9200-27000 (8)	17890-53950 (8)	L.V.Driver Gr-II/I ₹.15460-47330 (6)	H.V. Driver Grade-I ₹.17890-53950 (8)

H.V. Driver Grade-I

1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	9200-27000 (8)	17890-53950 (8)	H.V.Driver Gr-II ₹.17890-53950 (8)	
------------------	------------------	-------------------	-------------------	--------------------	--	--

Mode of Appointment: H.V. Driver Gr-II: Direct Recruitment/ promotion of L.V. Driver Gr-II/I
H.V. Driver Gr-I: By promotion of H.V. Driver Gr-II

Qualifications: H.V. Driver Gr-II- By direct recruitment must have Heavy Vehicle driving license with an experience of 3 years in driving and maintenance of Heavy vehicles (or) Light Vehicle Driver Grade-II of the department with 5 years of experience who possesses Heavy Vehicle driving license for one year (or) Light Vehicle Driver Grade-I of the department who possesses Heavy Vehicle Driving license for One year.

H.V. Driver Gr.I- By direct recruitment- must have 3 years experience as Heavy Vehicle Driver Grade-II (or) must have Heavy Vehicle driving license with an experience of 8 years in driving and maintaining heavy vehicles.

Recommendations:

It is observed that right since the 1993 RPS the scales of pay attached to the two categories of L.V. Driver Grade-II and Grade-I have been one and the same. Same is the case in respect of the categories of H.V. Drivers Grade-II and Grade-I also. It is also seen that these posts carry the same pay scale as assigned to L.V. Drivers and H.V. Drivers respectively under the classification of 'Common Categories' in all Government departments. In fact in the Government Departments these posts of Drivers, both L.V. and H.V., have not been split into two grades. Considering these facts, the Commission feels that the present pay grades assigned should continue and accordingly assigns the corresponding pay scales as follows:

- L.V. Driver Grade-II and Grade-I ₹. 23780-76730 (Grade-6)
H.V. Driver Grade-II and Grade-I ₹. 27500-87480 (Grade-8)

The categories of Road Roller Operator/ Road Roller Driver, Launch Driver and Launch Sarang are also assigned the same pay grade as that of the Heavy Vehicle Driver Grade-I/II (Grade-8).

Similarly the categories of Assistant Launch Driver and Assistant Launch Sarang are assigned the same pay grade as that of the Light Vehicle Driver Grade-I/II (Grade-6).

7. Work Inspector Grade V ₹. 13000-40270 (Grade-01)
8. Work Inspector Grade IV ₹. 16400-49870 (Grade-07)
9. Work Inspector Grade III ₹. 18400-55410 (Grade-09)
10. Work Inspector Grade II ₹. 21230-63010 (Grade-11)
11. Work Inspector Grade I ₹. 23100-67990 (Grade-13)

Sl. No.	Category/Post	Trade	Classification	Pay Scale ₹.	Grade
1.	Work Inspector Group V (Vanishing category)	Executive	Semi-Skilled	13000-40270	01
2.	Work Inspector Group IV (Former Works Inspector Grade III)		Skilled Class IV	16400-49870	07

3.	Works Inspector Grade III (Former Works Inspector Grade II)		Skilled Class I	18400-55410	09
4	Works Inspector Grade II (Former Works Inspector Grade I)		Highly Skilled Class IV	21230-63010	11
5S	Works Inspector Grade I (Former Works Inspector Special Grade)		Highly Skilled Class I	23100-67990	13

Request: It is represented that the existing four grades of Work Inspectors be regrouped into two, i.e. Work Inspector Grade I and Grade II be grouped as Work Inspector Grade-I and Grade III and Grade IV be regrouped as Work Inspector Grade-II. It is also requested to assign the New Common Category Pay scale of Rs.1010-1800 of Revised Pay Scales to the Work Inspectors Grade IV. One more request is that the category of Work Inspector Grade IV be assigned a pay scale on par with that of the Technical Assistant (Tracer). There is also a request to improve the pay scale of Work Inspectors Grade-IV and Work Inspector Grade-III by two grades each and that of the Work Inspector Grade II and Work Inspector Grade I by three grades each.

Pay scales (Grades) assigned from time to time and Method of Recruitment/Qualifications

Works Inspector Grade V (No further recruitment)

1993	1999	2005	2010	2015	Method of Recruitment/Qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)	Three years' experience as Technical or Non-Technical Maistry.

Works Inspector Grade IV (Former Works Inspector Grade III)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (05)	2990-5810 (05)	4370-9775 (05)	7740-23040 (05)	16400-49870 (07)	--	Work Inspector Grade III ₹.18400-55410 (09)

Qualifications: Pass in SSC/HSC with ITI Certificate in Draughtsman Civil Trade

Compared Post: Technical Assistant (Former Tracer)

1993	1999	2005	2010	2015	Printing Technician	Jr. Technical Officer
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	₹.14600-44870 (4)	₹.22460-66330 (12)

Works Inspector Grade III (Former Works Inspector Grade II)					
1993	1999	2005	2010	2015	Qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	18400-55410 (09)	Five years' experience as Work Inspector Grade IV (former Works Inspector Grade III). Appeared for LCE/LEE/LME/LAE final year examination
Works Inspector Grade II (Former Works Inspector Grade I)					
1993	1999	2005	2010	2015	Qualifications
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	21230-63010 (11)	Three years' experience as Work Inspector Grade III (former Works Inspector Grade II). LCE)
Works Inspector Grade I (Former Works Inspector Special Grade)					
1993	1999	2005	2010	2015	Method of Recruitment/Qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)	Ten years of experience in case of Non Diploma holders and six years of experience in case of Diploma holders as Work Inspector Grade II (Former Work Inspectors Grade I). Appeared for B.E.

Recommendations:

The requests put forth were examined earlier by the two previous Pay Revision Commissions. The issue of assigning the pay scales of 'New Common Categories' introduced by the 1986 Pay Revision Commission need not be revived at this point of time. We endorse the views taken by the Ninth and Tenth Pay Revision Commissions in this regard. The Commission observes that in the 1993, 1999, 2005 and 2010 RPSs the pay scales of the category of Work Inspector Grade-III were at par with those of the Technical Assistant (Tracer) of Engineering Departments. In the 2015 RPS the Work Inspector Grade-III was placed one pay grade higher. The earlier parity has been restored in the present Pay Revision. The Commission further observes that the Tenth Pay Revision Commission improved the pay scales of Work Inspectors from Grade IV to Grade I by two/ three stages. Considering all the above facts and keeping the qualifications/skills required and the duties attached to these categories in view, the Commission is of the opinion that the existing pay scales are adequate. Accordingly, the following corresponding pay scales are assigned:

Work Inspector Grade V	₹. 20000-61960 (Grade-1)
Work Inspector Grade IV	₹. 25220-80910 (Grade-7)

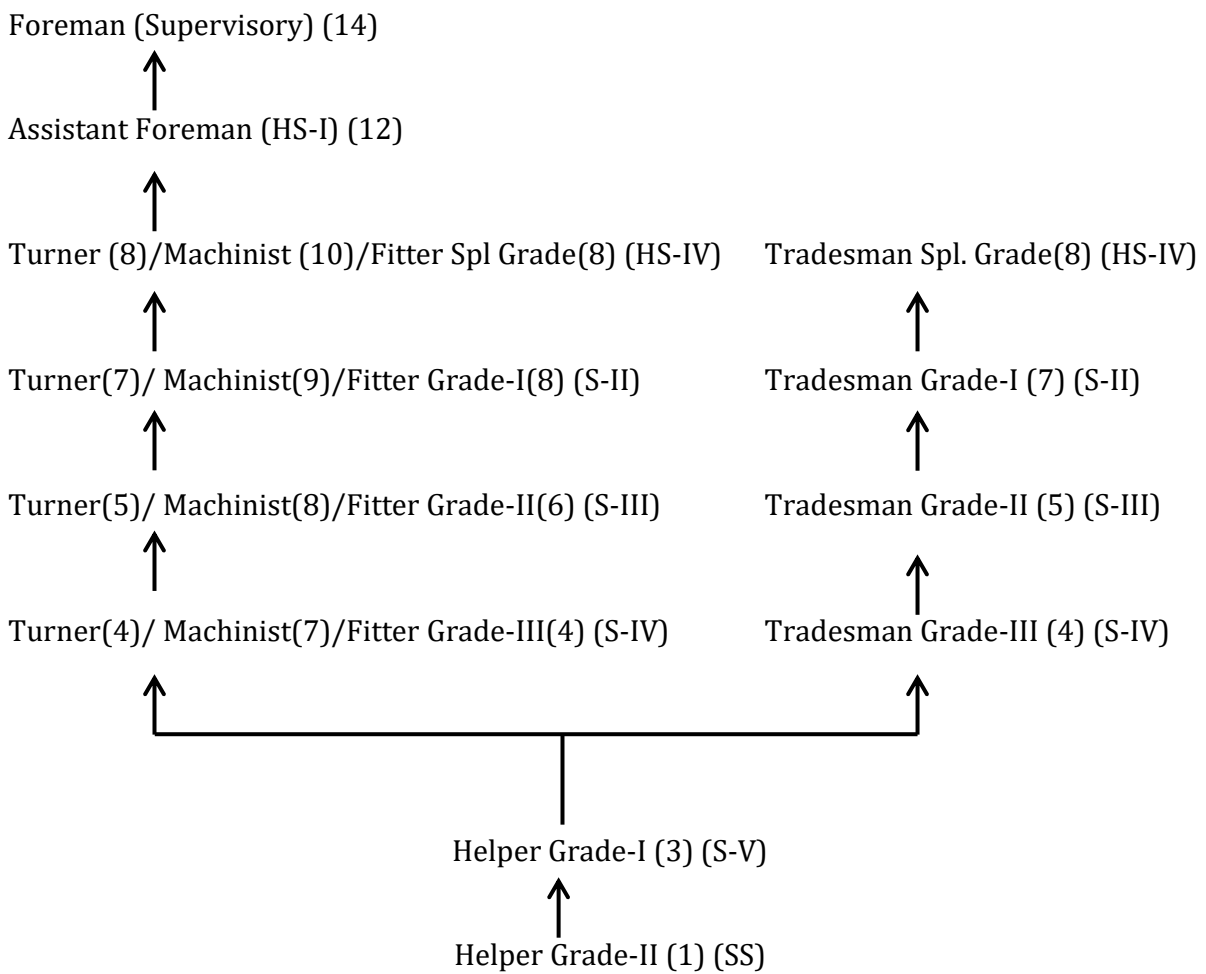
Work Inspector Grade III	₹. 28280-89720 (Grade-9)
Work Inspector Grade II	₹. 32670-101970 (Grade-11)
Work Inspector Grade I	₹. 35570-109910 (Grade-13)

Analysis of categories in 'Workshop and Construction' Trade

12. Turner/ Machinist/ Fitter/ Tradesman Special Grade
13. Turner/ Machinist/ Fitter/ Tradesman Grade-I
14. Turner/ Machinist/ Fitter/ Tradesman Grade-II
15. Turner/ Machinist/ Fitter/ Tradesman Grade-III

In terms of G.O. Ms. No.107 Public Works Department dated 07-02-1974, the various categories of posts in the 'Workshop and Construction' Trade have the following structural hierarchy:

(Skill Levels and Pay Grades in brackets)



(Note: HS- Highly Skilled, S- Skilled, SS- Semi Skilled)

The qualifications prescribed for various skill levels in respect of the four different sub-Trades i.e. Turner, Machinist, Fitter and Tradesman are also similar. So also are the feeder channels. The pay grades assigned to these categories in different PRCs are given below:

Turner, Machinist, Fitter, Tradesman (Pay Grades assigned in that order)

Category	1993	1999	2005	2010	2015
Special Grade	8,8,8,8	8,8,8,8	8,8,8,8	8,8,8,8	8,10*,8,8
Grade-I	7,7,7,7	7,7,7,7	7,7,7,7	7,7,7,7	7,9,8,7
Grade-II	5,5,5,5	5,5,5,5	5,5,5,5	5,5,5,5	5,8,5**,5
Grade-III	4,4,4,4	4,4,4,4	4,4,4,4	4,4,4,4	4,7,4,4

(* 10th PRC assigned Grade 10 in Volume II/2 and grade 8 in Volume III)

** 10th PRC assigned Grade 5 in Volume II/2 and grade 6 in Volume III)

Notwithstanding the existing internal parity in the hierarchical structure, the 10th PRC, after considering some representations received from the Machinists and Fitters, enhanced the pay grades of the Machinist and Fitter categories alone resulting in distortion and disparities within this Trade category, as shown above. There was also discrepancy in exhibition of the pay grades in respect of Machinists and Fitters between Volume-II/2 and Volume-III of the Report of the 10th PRC. Hence this PRC rationalizes the pay grades of this Trade as follows:

Turner/ Machinist/ Fitter/ Tradesman Special Grade	₹. 28280-89720 (Grade-9)
Turner/ Machinist/ Fitter/ Tradesman Grade-I	₹. 25220-80910 (Grade-7)
Turner/ Machinist/ Fitter/ Tradesman Grade-II	₹. 23780-76730 (Grade-6)
Turner/ Machinist/ Fitter/ Tradesman Grade-III	₹. 22460-72810 (Grade-4)
Machinist Grade-I	₹. 28280-89720 (Grade-9)(P.I.)/ ₹. 25220-80910 (Grade-7)(F.E.)
Machinist Grade-II	₹. 27500-87480 (Grade-8)(P.I.)/ ₹. 23780-76730 (Grade-6)(F.E.)
Machinist Grade-III	₹. 25220-80910 (Grade-7)(P.I.)/ ₹. 22460-72810 (Grade-4)(F.E.)
Fitter Grade-I	₹. 27500-87480 (Grade-8)(P.I.)/ ₹. 25220-80910 (Grade-7)(F.E.)

The Commission has made an attempt to rationalize the pay scales of various categories of posts in different skill levels, duly taking into account their qualifications, nature of duties performed and other relevant factors. The analysis made above about specific posts have been integrated into this exercise. The details are outlined below:

I. UN-SKILLED

The following are the categories of posts and the Pay Scales/ Grades assigned by the 10th PRC:

Sl. No.	Category/Post	Trade	Pay Scale ₹.	Grade
1.	Mazdoor	Mazdoor	13000-40270	1
2.	Lascar	Mazdoor	13000-40270	1
3.	Sweeper	Mazdoor	13000-40270	1
4.	Scavenger	Mazdoor	13000-40270	1
5.	Washerman	Mazdoor	13000-40270	1
6.	Mali	Gardens	13000-40270	1
7.	Mazdoor	Laboratory	13000-40270	1
8.	Watchman	Watch & Ward	13000-40270	1
9.	Sluiceman		13390-41380	2

The progression of pay scales, method of recruitment and the qualifications attached to the above categories are as under:

Mazdoor, Sweeper, Scavenger, Washerman, Mali, Watchman					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)	<u>Mazdoor, Watchman, Sweeper, Scavenger:</u> able bodied person <u>Washerman:</u> capable of doing dhobi work <u>Mali:</u> able bodied person (male & female) with aptitude for gardening
Laskar					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6900-20680 (02)	13000-40270 (01)	Able bodied person and able to read and write

Sluiceman:					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3950-8815 (02)	6900-20680 (02)	13390-41380 (02)	Good physique and able to read gauge

Recommendations:

There is no request from any of the above categories for enhancement of pay grades. Keeping the qualifications and skill sets required in view, it is considered that the existing pay scales are adequate. Hence the following corresponding pay scales are assigned:

**Mazdoor/Sweeper/Scavenger/
Washerman/Mali/Watchman/ Lascar** ₹.20000-61960 (01)

Sluiceman ₹. 20600-63660 (02)

II. SEMI-SKILLED

Sl. No.	Category/Post	Trade	Pay Scale	Grade
1.	Helper	Rest House Establishment	13000-40270	1
2.	Boat Khalasi	Floating Plant	13000-40270	1
3.	Dredger Helper Grade II		13000-40270	1
4.	Cleaner	Operational HV	13000-40270	1
5.	Cleaner	Operational Construction Equipment	13000-40270	1
6.	Guardzman	Watch & Ward	13000-40270	1
7.	Room Boy	Rest House Establishment	13000-40270	1
8.	Water Supply Lineman	Executive	13000-40270	1
9.	Work Inspector Grade-V	Executive	13000-40270	1

10.	Helper Grade-II	Repairs	13000-40270	1
11.	Helper Grade-II	Workshops and Construction	13000-40270	1
12.	Helper Grade II	Drilling	13000-40270	1
13.	Helper Grade II	Electrical	13000-40270	1
14.	Attendant	Telephone & Wireless	13000-40270	1
15.	Firemen	Floating Plant	13000-40270	1
16.	Oilman		13000-40270	1
17.	Signaller		13000-40270	1
18.	Patroller		13000-40270	1
19.	Head Mazdoor	Mazdoor	13390-41380	2
20.	Gardener Grade-II	Gardens	13390-41380	2

The progression of pay scales and the qualifications attached to the above are as under:

Helper/ Boat Khalasi/ Dredger Helper Grade II/ Cleaner/ Guradman/ Room Boy/ Water Supply Lineman/ Work Inspector Grade V/ Helper Grade II/ Attendant/ Fireman/ Oilman/ Signaler/ Patroller					
Pay scales (Grades) assigned from time to time and qualifications					
1993	1999	2005	2010	2015	Qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)	<p><u>Helper (Rest House)</u>: An able bodied man and capable of assisting the work</p> <p><u>Boat Khalasi</u>: Able bodied person and capable of swimming</p> <p><u>Dredger Helper Grade II</u>: Able bodied person with 3 years' experience on Dredger. Must know swimming</p> <p><u>Cleaner</u>: Must have studied up to 7th class and should have a good physique</p> <p><u>Guardsman</u>: Person with special attitude for watch and ward work such as Gurkhas. Ex-servicemen etc.</p> <p><u>Room boy (Rest House)</u>: Must know reading and writing and be capable of attending room service</p>

					<p><u>Water Supply Lineman/ Helper Grade II/ Attendant/ Oilman/ Signaller:</u> Must have passed 7th class of a recognised school and must be able bodied.</p> <p><u>Work Inspector Grade V:</u> 3 years' experience as Technical or Non-Technical Maistries.</p> <p><u>Patroller:</u> Must be an able bodied person with skill of spading and closing of Gundies</p> <p><u>Fireman:</u> Must have a strong physique and capable of withstanding heat and must know swimming</p>
Head Mazdoor/Gardner Grade II					
Pay scales (Grades) assigned from time to time and qualifications					
1993	1999	2005	2010	2015	Qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3950-8815 (02)	6900-20680 (02)	13390-41380 (02)	<p><u>Head Mazdoor:</u> Must be literate with a good personality capable of guiding work by group of mazdoors.</p> <p><u>Gardener Grade II:</u> Must have knowledge of raising and maintaining lawns, gardens and parks and should have an experience of 5 years as Mali</p>

Recommendations:

There are no requests for enhancement of pay scales. Keeping the qualifications and skill required in view, it is considered that the existing scales are appropriate and accordingly the following corresponding pay scales are assigned:

Helper/ Boat Khalasi/ Dredger Helper Grade II/ Cleaner/Guardsman/Room Boy/ Water Supply Lineman/ Work Inspector Grade V/Helper Grade II/ Attendant/Fireman/Oilman/Signaler/ Patroller

Head Mazdoor/Gardner Grade II ₹. 20600-63660 (Grade-2)

III. SKILLED CLASS-V

The following are the categories of posts and the Pay Scales/ Grades assigned to them by the 10th PRC:

Sl. No.	Category	Grade	Pay Scale
1.	Sergeant (Watch & Ward)	2	13390-41380
2.	Cook Gr.II (Rest House Estt.)	2	13390-41380
3.	Boat Sarang (Floating Plant)	2	13390-41380
4.	Lab. Attendant (Laboratory)	2	13390-41380
5..	Rigger Gr.III/Mopala Gr.III	2	13390-41380
6	Lineman (Telephones)	2	13390-41380
7.	Wireless Messenger	2	13390-41380
8.	Telephone Messenger	2	13390-41380
9.	Operator Gr.V (Operational Construction Equipment)	2	13390-41380
10.	Hookmen	2	13390-41380
11.	Helper Gr.I (Repairs)	3	13780-42490
12.	Helper Gr.I (Workshops & Construction)	3	13780-42490
13.	Helper Gr.I (Drilling)	3	13780-42490
14.	Helper Gr.I (Electrical)	3	13780-42490
15.	Dredger Helper, Gr.I	3	13780-42490
16.	Gardener Gr.I (Gardens)	4	14600-44870

The progression of pay scales, method of recruitment and the qualifications attached to the above categories are as under:

Sergeant, Cook Grade-II, Boat Sarang, Lab Attendant, Rigger Gr-III, Lineman, Wireless Messenger, Telephone Messenger, Operator Gr-V, Hookman					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1425-2525 (2)	2650-4850 (2)	3950-8815 (2)	6900-20680 (2)	13390-41380 (2)	<u>Sergeant</u> : By Direct Recruitment with VII class and he has to check the work of Watchman and Guardsman

					<p><u>Cook Gr-II</u>: By Direct Recruitment, must be capable of preparing Indian type vegetarian and non-vegetarian dishes satisfactorily.</p> <p><u>Boat Sarang</u>: By Direct Recruitment with 5 years of service on Floating plant and be capable of swimming</p> <p><u>Lab Attendant</u>: By direct recruitment; must have passed VII class.</p> <p><u>Rigger Gr-III</u>: By direct recruitment; one must be strong in physique with sufficient knowledge in erection of derricks operation of winches, utilization of pulley blocks Manila ropes, tying of suitable knots etc., with minimum 3 years experience in this line</p> <p><u>Lineman</u>: By direct recruitment with the qualification of VII class and should possess one year experience as lineman</p> <p><u>Operator Gr.V</u>: By direct recruitment; one must have 5 years experience as Cleaner on the particular type of machine.:</p> <p><u>Wireless Messenger, Telephone Messenger, Hookmen</u>: Not Available</p>
<u>Helper Grade-I (Repairs, Workshop & Construction, Drilling, Electrical, Dredging)</u>					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1475-2675 (3)	2750-5150 (3)	4050-9050 (3)	7100-21250 (3)	13780-42490 (3)	<p><u>Repairs</u>: Promotion from Helper Gr-II with 5 years experience in the concerned trade and should be a Trade Certificate holder (ITI) in Mechanical motor vehicle or Mechanical diesel, Mechanical Tractor or TTC certificate holder (Non SSC).</p> <p><u>Workshop & Construction</u>: Promotion from Helper Gr-II with 5 years experience or must be an ITI Trade certificate holder in Fitter, Machinist or a Turner trade</p> <p><u>Drilling</u>: By promotion from the category of Helper Grade-II with 5 years experience or must have studied upto S.S.C. or its equivalent.</p> <p><u>Electrical</u>: By promotion from the category of Helper Grade-II with 5 years experience and</p>

					should be an ITI Trade certificate holder in Wireman Trade <u>Dredging: Not Available</u>
Gardener Grade-I (Gardens)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1425-2525 (2)	2650-4850 (2)	3950-8815 (2)	6900-20680 (2)	14600-44870 (4)	Experience of horticultural operations and 5 years service as Gardner Grade-II

Recommendations:

There is no request from any of the above categories for enhancement of pay grades. Keeping the qualifications and skill sets required in view, it is considered that the existing pay scales are adequate. Hence the following corresponding pay scales are assigned:

Sergeant/Cook Grade-II/Boat Sarang/Lab Attendant/ Rigger Gr-III/Lineman/Wireless Messenger/ Telephone Messenger/Operator Gr-V/Hookman ₹. 20600-63660 (Grade-2)

Helper Grade-I (Repairs/Workshop & Construction/ Drilling, Electrical/Dredging) ₹. 21200-65360 (Grade-3)

Gardener Grade-I (Gardens) ₹. 22460-72810 (Grade-4)

IV. SKILLED CLASS IV

The following are the categories of posts and the Pay Scales/ Grades assigned by the 10th PRC:

Sl. No.	Category	Grade	Pay Scale
1.	Telephone Operator (Telephone & Wireless)	4/5	14600-44870/ 15030-46060 (if any as personal to those who were in the pay scale of ₹.2990-5810 in 1999 pay scales)
2.	Cook Gr.I (Rest House Estt.)	4	14600-44870

3.	Butler (Rest House Estt.)	4	14600-44870
4.	Rigger/Mopala Gr.II	4	14600-44870
5.	Dark Room Asst. (Photography)	4	14600-44870
6.	Fitter Gr.II (Repairs)	4	14600-44870
7.	Blacksmith	4	14600-44870
8.	Tradesman Gr.III (Workshops and Construction)	4	14600-44870
9.	Painter	4	14600-44870
10.	Turner Gr.III (Workshops & Construction)	4	14600-44870
11.	Welder	4	14600-44870
12.	Fitter Gr.III (Workshops & Construction)	4	14600-44870
13.	Moulder	4	14600-44870
14.	Drilling Operator Gr.III (Drilling)	4	14600-44870
15.	Wireman Gr.II (Electrical)	4	14600-44870
16.	Electrician Gr.II (Electrical)	4	14600-44870
17.	Plumber	4	14600-44870
18.	Asst. Dredger Operator/ Asst. Dredger Sarang/ Dredger Engine Driver Grade-III/Dredger Sarang Grade-II	4	14600-44870
19.	Receptionist	4	14600-44870
20.	Mechanic, Grade-IV	4	14600-44870
21.	Pump Mechanic, Gr.II	4	14600-44870
22.	Operator Gr.IV (Operational Construction Equipment)	5	15030-46060
23.	L.V. Driver Gr.II (Operational LV)	6	15460-47330
24.	Machinist Gr.III (Workshops & Construction)	7	16400-49870

The progression of pay scales for the above categories are as under:

Sl. No.	Category	1993	1999	2005	2010	2015
1	Telephone Operator (Telephone & Wireless)	1535-2840 (4)	2870-5470 (4)	4260-9520 (4)	7520-22430 (4)	14600-44870 (4)/ 15030-46060 (5)

2	Cook Gr.I (Rest House Estt.)	1535- 2840 (4)	2870- 5470 (4)	4260- 9520 (4)	7520- 22430 (4)	14600- 44870 (4)
3	Butler (Rest House Estt.)					
4	Rigger/Mopala Gr.II					
5	Dark Room Asst. (Photography)					
6	Fitter Gr.II (Repairs)					
7	Blacksmith					
8	Tradesman Gr.III (Workshops and Construction)					
9	Painter					
10	Turner Gr.III (Workshops & Construction)					
11	Welder					
12	Fitter Gr.III (Workshops & Construction)					
13	Moulder					
14	Drilling Operator Gr.III (Drilling)					
15	Wireman Gr.II (Electrical)					
16	Electrician Gr.II (Electrical)					
17	Plumber					
18	Asst. Dredger Operator/ Asst. Dredger Sarang/ Dredger Engine Driver Grade- III/Dredger Sarang Grade-II					
19	Receptionist					
20	Mechanic, Grade-IV					
21	Pump Mechanic, Gr.II					
22	Operator Gr.IV (Operational Construction Equipment)					
23	L.V. Driver Gr.II (Operational)	1595- 3020 (5)	2990- 5810 (5)	4595- 10285 (6)	7960- 23650 (6)	15460- 47330 (6)
24	Machinist Gr.III (Workshops & Construction)	1535- 2840 (4)	2870- 5470 (4)	4260- 9520 (4)	7520- 22430 (4)	16400- 49870 (7)

The method of recruitment and the qualifications attached to the above categories are as under:

Sl. No.	Category	Mode of Recruitment and Qualification	Feeder Category (Grade)	Promotion Category (Grade)
1	Telephone Operator (Telephone & Wireless)	Must have passed SSC and the Test prescribed by telephone authorities.	Lineman (2)	Line Inspector (11)
2	Cook Gr.I (Rest House Estt.)	By direct recruitment or promotion from the category of Cook Grade-II, A skilled cook of experience capable of preparing Indian and western types dishes satisfactorily. Must be capable of organizing cooking for feeding about 100 persons.	Cook Gr-II (2)	Caretaker (5)
3	Butler (Rest House Estt.)	By direct recruitment- must be able to read and speak English in addition to working knowledge of Telugu and Hindi. He must be conversant with table manners.	Cook Gr-II (2)	Caretaker (5)
4	Rigger/Mopala Gr.II	By promotion from the category of Rigger/ Mopala Gr-III minimum of 3 years experience as Rigger Grade-III	Rigger/Mopala Gr.III (2)	Rigger/Mopala Gr.I (5)
5	Dark Room Asst. (Photography)	By direct recruitment with 3 years experience in Photography line and possessing a good knowledge of developing and printing and enlarging black and white pictures.		Photographer (11)
6	Fitter Gr.II (Repairs)	By promotion from the category of Helper Gr-I with 5 years experience in	Helper Gr-I (3)	Fitter Gr.I (5)

		the particular trade or must have passed SSC or its equivalent and possess ITI trade certificate in Mechanical motor vehicle or mechanical diesel or mechanical tractor or must have passed TTC course after completing SSC.		
7	Blacksmith			
8	Tradesman Gr.III (Workshops and Construction)	By promotion from the category of Helper Grade-I with 5 years experience or must have passed ITI course in concerned trade, welder, moulder, plumber sheet metal worker, carpentry, smithy, building construction (mason) and pass in HSC or SSC.	Helper Gr-I (3)	Tradesman Gr.II (5)
9	Painter			
10	Turner Gr.III (Workshops & Construction)	By promotion from the category of Helper Gr-I with 5 years experience in the particular trade	Helper Gr-I (3)	Turner Gr.II (5)
11	Welder			
12	Fitter Gr.III (Workshops & Construction)	By promotion from the category of Helper Gr-I with 5 years experience in the particular trade	Helper Gr-I (3)	Fitter Gr.II (6)
13	Moulder			
14	Drilling Operator Gr.III (Drilling)	By direct recruitment- 5 years experience as Helper Grade-I and capable of operating jack hammers, Demolition Tools and similar equipment.	Helper Gr-I (3)	Drilling Operator Gr.II (5)
15	Wireman Gr.II (Electrical)	By promotion from the category of Helper Gr-I. 5 years experience as Helper Grade-I or must possess an ITI trade certificate in	Helper Gr-I (3)	Wireman Gr.I (5)

		Wireman Trade with 5 years practical experience.		
16	Electrician Gr.II (Electrical)	By direct recruitment a trade certificate holder in Electrical Trade.	--	Electrician Gr.I (7)
17	Plumber			
18	Asst. Dredger Operator/ Asst. Dredger Sarang/ Dredger Engine Driver Grade-III/Dredger Sarang Grade-II			
19	Receptionist			
20	Mechanic, Grade-IV			
21	Pump Mechanic, Gr.II			
22	Operator Gr.IV (Operational Construction Equipment)	By promotion from Operator Gr-V with minimum experience of 5 years as Operator on the particular type of machine/ By direct recruitment.- 8 years experience as Cleaner on the particular type of machine	Oparator Gr-V (2)	Oparator Gr-III (6)
23	L.V. Driver Gr.II (Operational)	Must possess light vehicle driving licence with experience in operation and maintenance of light vehicle for 3 years or Cleaner with 5 years service and possessing L.V. driving licence for 1 year	Cleaner (1)	L.V. Driver Gr-I (6)
24	Machinist Gr.III (Workshops & Construction)	Promotion of Helper Gr-I having 5 years experience	Helper Gr-I (3)	Machinist Gr-II (8)

Recommendations:

Taking into account the qualifications/ skill levels and responsibilities attached to the various categories the Commission recommends the following revised pay scales/ grades:

Sl. No.	Category	Pay Scale	Grade
1	Telephone Operator (Telephone & Wireless)	₹.22460-72810/ ₹.23120-74770 (latter scale applicable as personal to those who were in the pay scale of ₹.2990-5810 in 1999 RPS)	4/5
2	Cook Gr.I (Rest House Estt.)	₹22460-72810	4
3	Butler (Rest House Estt.)		
4	Rigger/Mopala Gr.II		
5	Dark Room Asst. (Photography)		
6	Fitter Gr.II (Repairs)		
7	Blacksmith		
8	Tradesman Gr.III (Workshops and Construction)		
9	Painter		
10	Turner Gr.III (Workshops & Construction)		
11	Welder		
12	Fitter Gr.III (Workshops & Construction)		
13	Moulder		
14	Drilling Operator Gr.III (Drilling)		
15	Wireman Gr.II (Electrical)		
16	Electrician Gr.II (Electrical)		
17	Plumber		
18	Receptionist		
19	Mechanic, Grade-IV		
20	Pump Mechanic, Gr.II		
21	Operator Gr.IV (Operational Construction Equipment)		

22	L.V. Driver Gr.II (Operational)	₹.23780-76730	6
23	Machinist Gr.III (Workshops & Construction)	₹.25220-80910/ 22460-72810	7 (P.I.) / 4(F.E.)

V. SKILLED CLASS III

The following are the categories of posts and the Pay Scales/ Grades assigned by the 10th PRC:

Sl. No.	Category	Grade	Pay Scale ₹.
1.	Assistant Dredger Operator/ Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang Gr-II	4	14600-44870
2.	Asst. Launch Driver (Floating Plant)	5	15030-46060
3.	Asst. Launch Sarang (Floating Plant)	5	
4.	Rigger Gr-I (Rigger)/ Mopala Gr-I	5	
5.	Rigger Gr-I (Executive)	5	
6.	Wireless Operator	5	
7.	Flood Gate Operator	5	
8.	Tradesman Gr-II (Workshop and construction)	5	
9.	Carpenter	5	
10.	Turner Gr-II (Workshop & Construction)	5	
11.	Fitter Gr-I (Repairs)	5	
12.	Drilling Operator Gr-II (Drilling)	5	
13.	Dredger Sarang Gr-I (1986: 860-1740)	5	
14.	Mechanic Gr-III (Repairs)	5	
15.	Wireman Gr-I (Electrical)	5	
16.	Generator Operator	5	
17.	Mason, Grade-III	5	
18.	Electrician	5	
19.	Lab Assistant	5	
20.	Hammerman	5	
21.	Caretaker	5	
22.	Operator Gr-III (OCE)	6	15460-47330
23.	Fitter Gr-II (Workshop & Construction)	6	

24.	L.V. Driver Gr-I	6	
25.	Work Inspector Gr-IV (Former W.I. Gr-III)	7	16400-49870
26.	Machinist Gr-II	8	17890-53950
27.	H.V. Driver Gr-II	8	

The progression of pay scales for the above categories are as under:

Sl. No.	Category	1993	1999	2005	2010	2015
1	Assistant Dredger Operator/ Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang Gr-II	1535-2840 (4)	2870-5470 (4)	4260-9025 (4)	7520-22430 (4)	14600-44870 (4)
2	Asst. Launch Driver (Floating Plant)	1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15030-46060 (5)
3	Asst. Launch Sarang (Floating Plant)					
4	Rigger Gr-I (Rigger)/ Mopala Gr-I					
5	Rigger Gr-I (Executive)					
6	Wireless Operator					
7	Flood Gate Operator					
8	Tradesman Gr-II (Workshop and construction)					
9	Carpenter					
10	Turner Gr-II (Workshop & Construction)					
11	Fitter Gr-I (Repairs)					
12	Drilling Operator Gr-II (Drilling)					
13	Dredger Sarang Gr-I (1986: 860-1740)					
14	Mechanic Gr-III (Repairs)					
15	Wireman Gr-I (Electrical)					
16	Generator Operator					
17	Mason Grade-III					
18	Electrician					

19	Lab Assistant					
20	Hammerman					
21	Caretaker					
22	Operator Gr-III (OCE)	1535- 2840 (4)	2990- 5810 (5)	4370- 9775 (5)	7740- 23040 (5)	15460- 47330 (6)
23	Fitter Gr-II (Workshop & Construction)	1595- 3020 (5)	2990- 5810 (5)	4370- 9775 (5)	7740- 23040 (5)	15460- 47330 (6)
24	L.V. Driver Gr-I	1595- 3020 (5)	2990- 5810 (5)	4595- 10285 (6)	7960- 23650 (6)	15460- 47330 (6)
25	Work Inspector Gr-IV (Former W.I. Gr-III)	1595- 3020 (5)	2990- 5810 (5)	4370- 9775 (5)	7740- 23040 (5)	16400- 49870 (7)
26	Machinist Gr-II	1595- 3020 (5)	2990- 5810 (5)	4370- 9775 (5)	7740- 23040 (5)	17890- 53950 (8)
27	H.V. Driver Gr-II	1875- 3750 (8)	3550- 7150 (8)	5200- 11755 (8)	9200- 27000 (8)	1875- 3750 (8)

The method of recruitment and the qualifications attached to the above categories are as under:

Sl. No.	Category	Mode of Recruitment and Qualification	Feeder Category (Grade)	Promotion Category (Grade)
1	Assistant Dredger Operator/ Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang Gr-II			
2	Asst. Launch Driver (Floating Plant)	Direct Recruitment- Certificate of competency as Engine Driver issued by competent authority in P.W. Department		Launch Driver (7)

3	Asst. Launch Sarang (Floating Plant)	By promotion of Boat Sarang having certificate of Boat Sarang issued by PWD authorities.	Boat Sarang (2)	Launch Sarang (7)
4	Rigger Gr-I (Rigger)/ Mopala Gr-I	By promotion of Rigger Gr.2. with minimum experience of 5 years. Capacity to command riggers and proficiency in using lifting tackle.	Rigger Gr.2 (4)	
5	Rigger Gr-I (Executive)			
6	Wireless Operator	-----	-----	-----
7	Flood Gate Operator	-----	-----	-----
8	Tradesman Gr-II (Workshop and construction)	By promotion of Tradesmen Gr.III with 3 years experience in the particular trade.	Tradesmen Gr.III (5)	Tradesmen Gr.I (7)
9	Carpenter	----	----	----
10	Turner Gr-II (Workshop & Construction)	By promotion of Turner Gr.III with 3 years experience in the particular grade.	Turner Gr.III (4)	Turner Gr,I (7)
11	Fitter Gr-I (Repairs)	By promotion of Fitter Gr.II with 3 years experience in the particular grade	Fitter Gr.II (4)	Mechanic Gr. III (5)
12	Drilling Operator Gr-II (Drilling)	By promotion of Drilling Operator Gr.III with 3 years experience	Drilling Operator Gr.III (4)	Drilling Operator Gr.1 (7)
13	Dredger Sarang Gr-I (1986: 860-1740)	----	---	----
14	Mechanic Gr-III (Repairs)	By promotion of Fitter Gr.I with 5 years of experience	Fitter Gr.1 (5)	Mechanic Gr.II (7)
15	Wireman Gr-I (Electrical)	By promotion of wiremen Gr.II with 3 years experience	Wireman Gr.II (4)	Lineman (7)
16	Generator Operator	---	---	--
17	Mason Grade-III			
18	Electrician			
19	Lab Assistant			
20	Hammerman			

21	Caretaker	Direct Recruitment – Pass in SSC and good knowledge of English, Telugu & Hindi		
22	Operator Gr-III (OCE)	By promotion of Operator Gr.IV or by Direct Recruitment	Operator Gr.IV (5)	Operator Gr.II (8)
23	Fitter Gr-II (Workshop & Construction)	By promotion of Fitter Gr.III with 3 years experience in the particular trade	Fitter Gr.III (4)	Fitter Gr.I (8)
24	L.V. Driver Gr-I	Direct Recruitment- must possess LV driving Licence with experience in operation and maintenance. Must be experienced in driving and maintenance of pick up vans/wagons/cars		HV driver Gr.II (8)
25	Work Inspector Gr-IV (Former W.I. Gr-III)	By Direct Recruitment – ITI Holder with pass in HSC/SSC .		W.I GR.III (Former W.I Gr-II) (9)
26	Machinist Gr-II	By promotion of Machinist Gr.III with 3 years experience in the particular trade.	Machinist Gr.III (7)	Machinist Gr.I (9)
27	H.V. Driver Gr-II	By promotion of LV Driver Gr.II with 5 year experience and possessing HV driving licence for 1 year or LV Driver Gr.I possessing HV driving licence for 1 year; Direct Recruitment- must have HV driving Licence with experience of 3 years in maintaining HV vehicles and driving HV	LV GR.II/I (6)	HV Driver Gr.I (8)

Recommendations:

The Commission has already analysed supra in detail about the individual category-wise representations relating to alteration/ improvement in pay scales/ grades assigned to the various categories of employees. The Commission has also rationalized the pay scales/ grades assigned to the various categories in the 'Workshop and Construction' Trade. After taking these into account as well as the

qualifications/ skill levels and responsibilities attached to the various categories, the Commission recommends the following revised pay scales/ grades for the group of posts in 'Skilled Class III':

Sl. No.	Category	Pay Scale	Grade
1	Assistant Dredger Operator/ Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang Gr-II	₹.23780-76730	6
2	Asst. Launch Driver (Floating Plant)		
3	Asst. Launch Sarang (Floating Plant)		
4	Rigger Gr-I (Rigger)/ Mopala Gr-I		
5	Rigger Gr-I (Executive)		
6	Wireless Operator		
7	Flood Gate Operator		
8	Tradesman Gr-II (Workshop and construction)		
9	Carpenter		
10	Turner Gr-II (Workshop & Construction)		
11	Fitter Gr-I (Repairs)		
12	Drilling Operator Gr-II (Drilling)		
13	Dredger Sarang Gr-I (1986: 860-1740)		
14	Wireman Gr-I (Electrical)		
15	Generator Operator		
16	Mason Grade-III		
17	Electrician		
18	Lab Assistant		
19	Hammerman		
20	Caretaker		
21	Operator Gr-III (OCE)		
22	Fitter Gr-II (Workshop & Construction)		
23	L.V. Driver Gr-I		
24	Mechanic Grade-III (Repairs)	₹.25220-80910	7
25	Work Inspector Gr-IV (Former W.I. Gr-III)		
26	Machinist Gr-II	₹.27500-87480/ 23780-76730	8 (P.I)/ 6 (F.E.)
27	H.V. Driver Gr-II	₹.27500-87480	8

The Commission also restores the original classification of the category Mechanic Grade-III (as per G.O.Ms. No. 107) under Skilled Class-II.

VI. SKILLED CLASS II

Sl. No.	Category/post	Trade	Pay Scale ₹.	Grade
1.	Tradesman Grade I	Workshop and Construction	16400-49870	7
2.	Mason, Grade-II		16400-49870	7
3.	Turner Grade I	Workshop and Construction	16400-49870	7
4.	Drilling Operator Grade I	Drilling	16400-49870	7
5.	Lineman	Electrical	16400-49870	7
6.	Electrician	Electrical	16400-49870	7
7.	Maistry		16400-49870	7
8.	Fitter Grade I	Workshop & Construction	17890-53950	8
9.	Machinist Grade I	Workshop and Construction	18400-55410	9

Request: It has been requested to improve the pay scales of Tradesman Grade I, Mason Grade II, Turner Grade I, Drilling Operator Grade I, Lineman, Electrician and Maistry by one grade each.

The progression of pay scales, method of recruitment and the qualifications attached to the above posts are as under:

Tradesman Grade I/Mason Grade II/Turner Grade I/Drilling Operator Grade I/ Lineman/Electrician/ Maistry					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	<u>Tradesman Grade I/Mason Grade II/Turner Grade I/ Drilling Operator Grade I:</u> Five years of experience in Grade II of the particular trade. <u>Electrician/Maistry:</u> Not available

Fitter Grade I					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	Five years of experience in Grade II of the particular trade.
Machinist Grade I					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	18400-55410 (09)	Five years of experience in Grade II of the particular trade.

Recommendations:

The discrepancy in pay scales assigned to various categories of posts in the 'Workshop and Construction' Trade has been discussed earlier and revised by the Commission. Regarding the other categories, keeping the qualifications and skills required in view, it is considered that the existing pay scales are appropriate. Accordingly, the following pay scales are assigned to the categories under Skilled Class II.

Tradesman Grade-I/Mason Grade II/ Turner Grade-I Drilling Operator Grade I/ Lineman/ Electrician/ Maistry	₹.25220-80910(7)
Machinist Grade-I	₹. 28280-89720 (Grade-9) (P.I.) ₹. 25220-80910 (Grade-7) (F.E.)
Fitter Grade-I	₹. 27500-87480 (Grade-8) (P.I.) ₹. 25220-80910(Grade-7) (F.E.)

VII. SKILLED CLASS-I

Sl. No.	Category/post	Trade	Pay Scale ₹.	Grade
1.	Dredger Operator, Grade II Dredger Engine Driver, Grade II		15460-47330	6
2.	Compressor Operator, Grade-II		16400-49870	7
3.	Launch Driver	Floating Plant	16400-49870	7
4.	Mechanic Grade II	Repairs	16400-49870	7
5.	Launch Sarang	Floating Plant	16400-49870	7
6.	H.V. Driver Grade I	Operational	17890-53950	8
7.	Operator Grade II	Construction Equipment	17890-53950	8
8.	Work Inspector Grade III (Previously known as Work Inspector Grade II)	Executive	18400-55410	9

Request: It is requested to improve the pay scales of Launch Driver, Launch Sarang, and Operator Grade-II by one grade each, the pay scales of Compressor Operator Grade II and Work Inspector by two grades and the pay scale of HV Driver Grade I (Operational) by three grades.

The progression of pay scales, method of recruitment and the qualifications attached to the above posts are as under:

Dredger Operator, Grade .II/Dredger Engine Driver, Grade II					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1665-3200 (06)	3130-6150 (06)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	<p><u>Dredger Operator Grade II:</u> Direct Recruitment –Diploma with one year experience in Dredger operation. Must know swimming. Promotion – Five years of service as Assistant Dredger Operator</p> <p><u>Dredger Engine Driver Grade II:</u> Direct Recruitment –ITI Certificate in Diesel Mechanism with SSC. Must know swimming.</p>

					Promotion – Experience of five years as Dredger Engineer Driver Grade III.
Compressor Operator Grade II, Mechanic Grade II, Launch Driver, Launch Sarang					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3200 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Compressor Operator Grade II – Not available <u>Mechanic Grade II</u> – Three years of experience as Mechanic Grade III in the particular trade. <u>Launch Driver</u> – Five years of experience as Assistant Launch Driver <u>Launch Syrang</u> - Five years of experience as Assistant Launch Syrang
H. V. Driver Grade I/ Operator Grade II					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1875-3750 (8)	3550-7150 (8)	5200-11715 (8)	9200-27000 (8)	17890-53950 (8)	H. V. Driver Grade I : Promotion - Five years of experience of as Heavy Vehicle Driver Grade II Direct Recruitment – Heavy Vehicle Licence with three years of experience in driving and maintaining Heavy vehicle Operator Grade II: Promotion: Twelve years of experience as cleaner on the particular type of vehicle viz., Shovels, Draglines, Clamshells, Crawler Tractors, Motor Graders and Mobile Cranes and possession of Heavy Vehicle Driving License. Direct Recruitment: Heavy Vehicle Driving License with eight years of experience on Heavy Vehicle

Work Inspector Grade III (Previously Known as Work Inspector Grade II)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	18400-55410 (09)	Five years' experience as Work Inspector Grade IV (former Works Inspector Grade III). Appeared for LCE/LEE/LME/LAE final year examination

Recommendations:

No anomaly has been pointed out nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to improve the pay scales of all the above mentioned categories, except that of the Work Inspector Grade-III, to pay grade-8. The request for improvement in pay scales of Work Inspectors has already been discussed above separately and the observations pertaining to Work Inspector Grade III thereunder apply here. Accordingly, the following pay scales are assigned to the categories under Skilled Class I.

Dredger Operator Grade II/ Dredger Engine Driver Grade II/ Compressor Operator Grade II/ Mechanic Grade II/ Launch Driver/ Launch Sarang/ H.V. Driver Grade I/ Operator Grade II	₹. 27500-87480 (Grade-8)
Work Inspector Grade III	₹. 28280-89720 (Grade-9)

VIII. HIGHLY SKILLED CLASS-IV

Sl. No.	Category/Post	Trade	Pay Scale ₹.	Grade
1.	Assistant Wireless Operator		16400-49870	7
2.	Dredger Operator, Grade I/ Dredger Engine Driver Grade I		16400-49870	7
3.	Compressor Operator, Grade-I		17890-53950	8
4.	Mechanic Grade I	Repairs	17890-53950	8

5.	Tradesman Special Grade	Workshop & Construction	17890-53950	8
6.	Mason, Grade-I		17890-53950	8
7.	Turner Special Grade	Workshop & Construction	17890-53950	8
8.9.	Machinist Special Grade	Workshop & Construction	17890-53950	8
10.	Fitter Special Grade	Workshop & Construction	17890-53950	8
11.	Line Inspector	Electrical	17890-53950	8
12.	Operator Grade. I	Construction Equipment	18400-55410	9
13.	Line Inspector	Telephone & Wireless	21230-63010	11
14.	Lab. Assistant	Laboratory	21230-63010	11
15.	Work Inspector Grade. II (Previously Known as Work Inspector Grade. I)	Executive	21230-63010	11

Request: It is requested to improve the pay scales of Mechanic Grade I, Tradesman Special Grade, Mechinist Special Grade, Fitter Special Grade, Line Inspector, Work Inspector Grade II, Compressor Operator by three grades and the pay scale of Dredger Operator Grade I/Dredger Engine Driver by one grade.

The progression of pay scales, method of recruitment and the qualifications attached to the above are as under:

Assistant Wireless Operator/Dredger Operator Grade I/Dreger Engine Driver Grade I					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	<u>Assistant Wireless Operator:</u> LECE as 1st preference. LEE as 2nd preference <u>Dredger Operator Grade I:</u> Direct Recruitment - a) Licentiate in Marine Engineering. Must know swimming, b) Must have passed

					<p>Technical Course held by the TTC of CWPC;</p> <p>Promotion - Must have 5 years' service experience as Operator Grade-II on Dredger.</p> <p>Dredger Engine Driver Grade I :</p> <p>Direct Recruitment - L.E.E./ L.M.E and know swimming; Promotion - experience 5 years of service as Dredger Engine Driver Grade-II</p>
Compressor Operator Grade I, Mechanic Grade I, Tradesman Special Grade, Mason Grade I, Machinist Special Grade, Turner Special Grade, Fitter Special Grade, Line Inspector (Electrical)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	<p><u>Operator Grade I</u>: 5 years' experience as Operator Grade II on the particular type of machine or a pass in the Technical Course held by Technical Training Course of Central Water and Power Commission</p> <p><u>Mechanic Grade I</u>: 3 years' experience as Mechanic Grade. II for promotion or pass the Diploma Examination in Mechanical Engineering or Automobile Engineering of a recognized Institution or its equivalent</p> <p><u>Mason Grade I & Compressor Operator Grade I</u></p> <p>Not available</p> <p><u>Tradesman Special Grade, Machinist Special Grade, Fitter Special Grade, Turner Special Grade</u></p> <p>5 years' experience in Grade I of the particular trade</p> <p><u>Line Inspector (Electrical)</u>: 5 years' experience as Lineman or passed L.E.E. examination of recognized institution or its equivalent</p>

Operator Grade I (Construction and Equipment)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	18400-55410 (09)	5 years' experience as Operator Grade II on the particular type of machine to become eligible for promotion or must have passed the Technical Course held by Technical Training Course of Central Water and Power Commission
Line Inspector (Telephone and Wireless), Lab Assistant					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	<u>Line Inspector (Telephone and Wireless):</u> Passed Diploma Holder – in Telecommunication of a recognized institution or its equivalent <u>Lab Assistant:</u> Direct Recruitment: Graduate in Science

Recommendations:

No anomaly has been pointed nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to assign the pay grade 9 to all the above mentioned categories, except that of Line Inspector, Work Inspector Grade-II and Lab Assistant. In respect of Line Inspector and Work Inspector Grade-II the Commission feels that the current pay grade is appropriate and accordingly the corresponding pay scale is assigned. The Commission feels that the category of Lab Assistant deserves an improvement in pay grade to Grade-12 keeping in view its comparatively higher qualification (B.Sc.). Accordingly, the following pay scales are assigned to the categories under Highly Skilled Class IV.

Assistant Wireless Operator/ Dredger Operator Grade I/ Dreger Engine Driver Grade I/ Compressor Operator Grade I/ Mechanic Grade I/ Tradesman Special Grade/ Mason Grade I/ Turner Special Grade/ Machinist Special Grade/ Fitter Special Grade/	₹. 28280-89720 (Grade-9)
--	--------------------------

**Line Inspector (Electrical)/
Operator Grade I (Construction and Equipment)**

**Line Inspector (Telephone and Wireless)/ ₹. 32670-101970 (Grade-11)
Work Inspector Grade-II**

Lab Assistant ₹. 34580-107210 (Grade-12)

IX. HIGHLY SKILLED CLASS.III – No post categorised under this class

X. HIGHLY SKILLED CLASS – II

Sl. No.	Category/Post	Trade	Pay Scale ₹.	Grade
1.	Wireless Operator (T&W)		17890-53950	8
2.	Dredger Operator	Special Grade	18400-55410	9
3.	Operator Special Grade	Operational & Construction Equipment	21230-63010	11
4.	Mechanic Special Grade	Repairs	21230-63010	11

Request: It has been requested to improve the pay scales of Wireless Operator and Dredger Operator by one grade each and the pay scales of Operator Special Grade and Mechanic Special Grade by two grades.

The progression of pay scales, method of recruitment and the qualifications attached to the above are as under:

Wireless Operator					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	Promotion: L.E.C.E., / L.E.E., with 5 years' experience in similar capacity as Assistant Wireless Operator

Dredger Operator					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
	3750-7650 (09)	5470-12385 (09)	9460-27700 (09)	18400-55410 (09)	Direct Recruitment: Licentiate in Marine Engineering. 5 years' experience in dredging operation and must know Swimming Promotion: Must have 5 years of service experience as Operator Grade – I
Operator Special Grade, Mechanic Special Grade					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	<u>Operator (Special Grade):</u> 5 years' experience as Operator Grade I to become eligible for promotion. Direct Recruitment: 15 years' experience as Operator on the particular type of machine or 10 years' experience on the particular type of machine and possessing technical training center certificate of Central Water Power Commission Institution. <u>Mechanic Special Grade:</u> 5 years' experience as Mechanic Grade. I

Recommendations:

No anomaly has been pointed nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to assign the pay grade 11 to all the above mentioned categories as follows:

**Wireless Operator/ Dredger Operator/ ₹. 32670-101970 (Grade-11)
Operator Special Grade/
Mechanic Special Grade**

XI. HIGHLY SKILLED CLASS - I

Sl. No.	Category/Post	Trade	Pay Scale ₹.	Grade
1.	Wireless Operator Special Grade/ Wireless Mechanic Special Grade		19500-58330	10
2.	Photographer	Photography	21230-63010	11
3.	Assistant Foreman	Workshop & Construction	21230-63010	11
4.	Lab Assistant	Technical	21230-63010	11
5.	Assistant Foreman	Repairs	22460-66330	12
6.	Work Inspector Grade I (Previously Known as Work Inspector Special Grade)	Executive	23100-67990	13

Request: It is requested to improve the pay scales of Photographer, Assistant Foreman (Workshop and Construction) by two grades and the pay scales of Foreman, Work Inspector and Wireless Operator Special Grade/Wireless Mechanic by one grade.

The progression of pay scales, method of recruitment and the qualifications attached to the above are as under:

Wireless Operator Special Grade/Wireless Mechanic Special Grade					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	10020-29200 (10)	19500-58330 (10)	Five years' experience as Wireless Operator.
Photographer, Assistant Foreman (Workshop and Constructions), Lab Assistant (Technical)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	<u>Photographer:</u> Direct Recruitment: Capable of operating still and cine camera. Capable of taking

					<p>colour and black and white photographs as well cine sequences. A good knowledge of developing, printing and enlarging black and white photographs.</p> <p>Promotion: Fifteen years' service as Dark Room Assistant in addition to above capabilities. Ten years' experience in photography line</p> <p><u>Assistant Foreman (Workshop and Constructions) :</u></p> <p>Five Years' experience as Special Grade Fitter/ Turner/ Machinist.</p> <p><u>Lab Assistant (Technical):</u> Not available</p>
Assistant Foreman (Repairs)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6505-15025 (11)	11530-33200 (12)	22460-66330 (12)	<p><u>Promotion:</u> Five years' experience as Special Grade Mechanic in the particular trade</p> <p>Appeared for BE Degree examination in Mechanical or Automobile Engineering or its equivalent.</p>

Recommendations:

No anomaly has been pointed nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to assign the pay grade 12 to all the above mentioned categories, except that of Work Inspector Grade-I (discussed above).

**Wireless Operator Special Grade/
Wireless Mechanic Special Grade/
Photographer/Assistant Foreman
(Workshop and Constructions)/
Lab Assistant (Technical)/
Assistant Foreman (Repairs)**

₹. 34580-107210 (Grade-12)

Work Inspector Grade-I

₹. 35570-109910 (Grade-13)

XII. Supervisory

Sl. No.	Category/ Post	Trade	Pay Scale ₹.	Grade
1.	Foreman	Telephones and Wireless	23100-67990	13
2.	Foreman	Repairs	24440-71510	14
3.	Foreman	Workshop and Construction	24440-71510	14
4.	Supervisor		24440-71510	14

Request: It is requested to improve the pay scales of Supervisor, Foreman (Repairs) and Foreman (Workshop and Construction) by one grade and the pay scale of Foreman (Telephones and Wireless) by two grades.

The progression of pay scales, method of recruitment and the qualifications attached to the above are as under:

Foreman Telephone and Wireless					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	11860-34050 (13)	23100-67990 (13)	Five years' experience as Wireless Operator Special Grade/Wireless Mechanic Special Grade
Foreman (Repairs), Foreman (Workshop and Construction), Supervisor					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12550-35800 (14)	24440-71510 (14)	Foreman: Five years' experience as Assistant Foreman or pass in BE (Mechanical) Supervisor: Not available

Recommendations:

No anomaly has been pointed nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to assign the pay grade 14 to all the above mentioned categories, as follows, bringing complete parity in pay scales:

Foreman/ Supervisor ₹. 37640-115500 (14)



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-III



ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-III

ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner

NOTE TO VOLUME – III

Volume III of the Report contains two Schedules - I and II. Schedule - I presents a comparative table of the 32 pay grades which are in existence as per the recommendations of the 10th Pay revision Commission and the corresponding pay grades which have been proposed now by this Commission. Schedule – II contains details of pay scales/ grades assigned by the 10th Pay Revision Commission to different categories of posts borne on the cadres of various Constitutional Offices/ Establishments and Government Departments. It also indicates the revised scales/ grades assigned by this Commission. In this Volume we have grouped various Heads of Departments of the Government under their respective administrative Secretariat Departments and the latter have been indexed in alphabetical order. We have included under Schedule-II the Raj Bhavan establishment even though in respect of the Andhra Pradesh State it is located in Hyderabad, since at a later date a Raj Bhavan may be established with an exclusive Governor for Andhra Pradesh State. Similarly we have also included in Schedule-II some Heads of Departments which are included in the Xth Schedule of the A.P. State Reorganisation Act (Act 6 of 2014) such as A.P. Text Book Press, A.P. Engineering Research Laboratory, Institute of Preventive Medicine etc., which have not been fully established in Andhra Pradesh, in anticipation of their being established in full shape in due course of time. We have also indicated, in the Schedule, revised pay scales/ grades in respect of certain posts which form a part of the promotional hierarchy in the respective Service Rules but may not be having any incumbent as of now in the State as they might have gone to Telangana at the time of cadre division on reorganisation of the erstwhile Andhra Pradesh State.

The columns titled 'Revised- Grade and Scale' in Schedule- II of Volume- III incorporates all the recommendations of this Commission, relating to revision of pay scales/ grades made in Volume-II of its report. In certain cases, where equivalent/ same posts have been encountered in other departments, they have also been assigned par scales/ grades in Schedule-II and mention to that effect have been made under the 'Remarks' column. In case, any category of post in any department finds no discussion in Volume-II and also does not find place in the Departmental Schedule –II, such category should be assigned corresponding pay scale/ grade, as indicated in Schedule-I. The expression 'Common Category' under the 'Remarks' column, against any post/ designation, indicates the scale/ grade assigned to the post under the separate section titled 'Common Categories'. It would be pertinent to mentioned here that the Commission has enlisted under the section devoted to 'Common Categories' only such of the posts which are governed by common Service Rules, namely:

- (i) Andhra Pradesh Ministerial Service Rules;
- (ii) Andhra Pradesh General Sub-ordinate Service Rules; and
- (iii) Andhra Pradesh Last Grade Service Rules

and which have common nomenclatures across different departments of Government.

List of Abbreviation used

1. E.I./P.I. : Existing Incumbent/ Present Incumbent
2. F.E. : Future Entrant
3. (P) : Personal to the existing incumbent (s)
4. (Q) : Qualified
5. (U.Q.) : Unqualified

SCHEDULE - I

Master Scale (2015) (Rupees)		Master Scale (2019) (Rupees)	
13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-110850 (81)		20000-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-179000 (83)	
Grade	EXISTING SCALE - 2015 (₹.)	Grade	REVISED SCALE - 2019 (₹.)
(1)	(2)	(3)	(4)
1.	13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-40270 (41)	1.	20000-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-61960 (41)
2.	13390-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-41380 (41)	2.	20600-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-63660 (41)
3.	13780-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490 (41)	3.	21200-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360 (41)
4.	14600-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-44870 (41)	4.	22460-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-72810 (43)
5.	15030-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060 (41)	5.	23120-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-74770 (43)

Grade	EXISTING SCALE - 2015 (₹.)	Grade	REVISED SCALE - 2019 (₹.)
(1)	(2)	(3)	(4)
6.	15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880 -33220-950-36070-1030-39160-1110-42490-1190-46060-1270-47330 (41)	6.	23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730 (43)
7.	16400-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-(41)	7.	25220-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-80910 (43)
8.	17890-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950 (41)	8.	27500-780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-87480 (43)
9.	18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-55410 (41)	9.	28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720 (43)
10.	19500-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330 (41)	10.	29980-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-94500 (43)
11.	21230-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-(41)	11.	32670-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-101970 (43)
12.	22460-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-66330 (41)	12.	34580-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-107210 (43)

Grade	EXISTING SCALE - 2015 (₹.)	Grade	REVISED SCALE - 2019 (₹.)
(1)	(2)	(3)	(4)
13.	23100-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990 (41)	13.	35570-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-109910 (43)
14.	24440-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-71510 (41)	14.	37640-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-115500 (43)
15.	25140-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270 (41)	15.	38720-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-118390 (43)
16.	26600-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-77030 (41)	16.	40970-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-124380 (43)
17.	28940-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910 (39)	17.	44570-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-127480 (41)
18.	29760-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-80930 (39)	18.	45830-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580 (41)
19.	31460-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970 (39)	19.	48440-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-137220 (41)

Grade	EXISTING SCALE - 2015 (₹.)	Grade	REVISED SCALE - 2019 (₹.)
(1)	(2)	(3)	(4)
20.	35120-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-87130 (36)	20.	54060-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540 (38)
21.	37100-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450 (36)	21.	57100-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-147760 (38)
22.	40270-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-93780 (34)	22.	61960-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-151370 (36)
23.	42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-96110 (33)	23.	65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980 (35)
24.	46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-98440 (31)	24.	70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-158880 (33)
25.	49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770 (29)	25.	76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-162780 (31)
26.	52590-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-103290 (28)	26.	80910-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-166680 (30)
27.	56870-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (26)	27.	87480-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580 (28)

Grade	EXISTING SCALE - 2015 (₹.)	Grade	REVISED SCALE - 2019 (₹.)
(1)	(2)	(3)	(4)
28.	61450-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (23)	28.	94500-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580 (25)
29.	66330-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (21)	29.	101970-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-174790 (23)
30.	73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (17)	30.	112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-174790 (19)
31.	80930-2020-84970-2160-91450-2330-100770-2520-110850 (14)	31.	124380-3100-130580-3320-140540-3610-154980-3900-170580-4210-179000 (16)
32.	87130-2160-91450-2330-100770-2520-110850 (11)	32.	133900-3320-140540-3610-154980-3900-170580-4210-179000 (13)

SCHEDULE- II

INDEX

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
01.	Raj Bhavan	1
02.	Legislature Secretariat	6
03.	Andhra Pradesh High Court	11
04.	Andhra Pradesh Administrative Tribunal	15
05.	Andhra Pradesh State Election Commission	17
06.	Andhra Pradesh State Information Commission	19
07.	Andhra Pradesh Public Service Commission	20
08. Secretariat		
a)	General Administration Department (S.U.) Department	21
b)	Finance Department	27
c)	Law Department	30
09.	Advocate General Office	32
10.	Common Categories	33
11. Agriculture and Marketing Department		
a)	Agriculture Department	41
b)	Co-operation and Registrar of Co-Operative Societies Department	46
c)	Agricultural Marketing Department	48
d)	Horticulture Department	51
e)	Sericulture Department	55
f)	Agricultural Market Committees	58
12. Animal Husbandry, Dairy Development and Fisheries Department		
a)	Animal Husbandry Department	60
b)	Fisheries Department	65

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
13.	Backward Classes Welfare Department	
a)	Backward Classes Welfare	68
b)	Andhra Pradesh Commission for Backward Classes	70
14.	Consumer Affairs Foods & Civil Supplies Department.	
a)	Civil Supplies Department	71
b)	Legal Metrology Department	74
c)	Andhra Pradesh State Consumer Disputes and Redressal Commission	76
15.	Energy Department	
a)	Chief Electrical Inspectorate	78
16.	Environment, Forests, Science and Technology Department	
a)	Forest Department	80
b)	National Green Corps	88
17.	Finance Department	
a)	Treasuries and Accounts Department	89
b)	Pay and Accounts Office	91
c)	State Audit Department	92
d)	Works & Accounts Department	93
e)	Government Life Insurance Department	95
f)	Andhra Pradesh State Directorate of Revenue Intelligence (APSDRI)	96
18.	General Administration Department	
a)	Anti - Corruption Bureau	97
b)	Institution of A.P. Lok-Ayukta and Upa Lok-Ayukta	100
c)	Tribunal for Disciplinary Proceedings	103

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
d)	Information and Public Relations Department	104
e)	Protocol Department	108
f)	Resident Commissioner Government of A.P. New Delhi	111
g)	Translations Department	117
h)	Andhra Pradesh Human Resource Development Institute	118
19.	Health, Medical and Family Welfare Department	
a)	Family Welfare Department	120
b)	Public Health and Family Welfare Department	128
c)	Medical Education Department	137
d)	Drugs Control Administration Department	163
e)	Institute of Preventive Medicine, Public Health Labs and Food (Health) Administration Department	166
f)	Ayurveda, Yoga, Naturopathy, Unani, Siddha & Homoeopathy Department [AYUSH]	175
20.	Higher Education	
a)	Technical Education Department	190
b)	Collegiate Education Department	196
c)	A.P. State Achieves and District Gazettiers Department	201
d)	A.P. Govt. Oriental Manuscripts Library and Research Institute	205
21.	Home Department	
a)	Police Department	207
b)	Prisons and Correctional Services	230
c)	A.P. State Disaster Response and Fire Services Department	238
d)	Printing Stationary and Stores Purchase Department	241

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
e)	Judicial Department	246
f)	A.P. Judicial Academy	249
g)	Public Prosecutor's Office	250
h)	Sainik Welfare	251
22.	Industries and Commerce Department	
a)	Industries, Commerce and Export Promotion Department	252
b)	Handlooms & Textiles Department	256
c)	Mines and Geology Department	258
d)	Sugar and Cane Commissioner Department	261
23.	Information Technology, Electronics And Communications Department	
a)	Commissioner of E.D.S. (e-Seva)	263
24.	Infrastructure and Investment Department	
a)	Ports Department	264
25.	Labour, Factories, Boilers & Insurance Medical Services Department	
a)	Labour Department	268
b)	Factories Department	271
c)	Boilers Department	273
d)	Insurance Medical Services Department	274
e)	Industrial Tribunal-cum Labour Court, Ananthapur,	279
f)	Industrial Tribunal-cum Labour Court, Visakhapatnam	280
g)	Labour Court, Guntur	281
26.	Law Department	
a)	Government Pleaders Office	282
b)	Prosecutions	283

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
27.	Minorities Welfare Department	
a)	Commissioner of Minorities Welfare	285
b)	Survey Commissioner of Wakfs	287
28.	Municipal Administration & Urban Development Department	
a)	Municipal Administration Department	288
b)	Public Health and Municipal Engineering Department	292
c)	Town and Country Planning Department	295
d)	Greater Visakhapatnam Municipal Corporation	298
e)	Municipal Corporation of Vijayawada	307
f)	Municipal Corporation of Guntur	317
g)	Municipal Corporation of Kadapa	323
h)	Municipal Corporation of Kurnool	329
i)	Municipal Corporation of Nellore	336
j)	Municipal Corporation of Rajamahendravaram	340
k)	Municipal Corporation of Kakinada	346
l)	Municipal Corporation of Eluru	351
m)	Municipal Corporation of Ananthapur	356
n)	Municipal Corporation of Tirupathi	361
o)	Municipal Corporation of Ongole	367
p)	Municipal Corporation of Chittoor	371
q)	Municipal Corporation of Srikakulam	373
r)	Municipalities	377
29.	Panchayati Raj and Rural Development Department	
a)	Panchayati Raj Department	390

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
b)	Rural Development Department	392
c)	Andhra Pradesh Academy of Rural Development	395
d)	Panchayati Raj Engineering Department	399
e)	Rural Water Supply and Sanitation	402
f)	Panchayat Raj Institutions including Gram Panchayats	405
30.	Planning Department	
a)	Directorate of Economics & Statistics Department	409
31.	Revenue Department	
a)	Land Administration Department	411
b)	Survey Settlement and Land Records	414
c)	Commercial Tax Department	416
d)	Andhra Pradesh GST Appellate Tribunal, Visakhapatnam	419
e)	Prohibition and Excise Department	421
f)	Registration and Stamps Department	426
g)	Endowments Department	428
h)	Special Court for Land Grabbing Prohibition Act.	432
32.	School Education Department	
a)	School Education Department	434
b)	Adult Education Department	441
c)	Government Examinations	442
d)	A.P. Government Text Book Press	443
e)	Public Libraries	451
f)	Registrar of Publications	454
g)	Jawahar Bal Bhavan	455

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
h)	Intermediate Education Department	459
i)	Zilla Grandhalaya Samastha	463
33.	Department of Skills Development and Training	
a)	Employment & Training Department	465
34.	Social Welfare and Tribal Welfare Department	
a)	Social Welfare Department	471
35.	Transport, Roads and Buildings Department	
a)	Transport Department	476
b)	Roads and Buildings Department	479
36.	Tribal Welfare Department	
a)	Tribal Welfare Department	483
b)	Tribal Cultural Research & Training Institute	490
c)	Tribal Welfare Engineering Department	493
37.	Department of Gram Volunteers/Ward Volunteers and Village Secretariats /Ward Secretariats	
a)	Gram Volunteers/Ward Volunteers and Village Secretariats /Ward Secretariats Department	495
38.	Water Resources Department	
a)	Irrigation Department	496
b)	Command Area Development Authority	500
c)	Commissionerate of Tenders	503
d)	Ground Water and Water Audit Department	504
e)	A.P. Engineering Research Labs	508

Sl. No.	Name of the Department	Page No.
(1)	(2)	(3)
39.	Department for Women, Children, Disabled and Senior Citizens	
a)	Women Development and Child Welfare Department	511
b)	Persons with Differently Abled, Transgender and Senior Citizens Welfare Department	515
c)	Juvenile Welfare and Correctional Services	517
d)	A.P. Women's Commission	520
40.	Youth Advancement, Tourism and Culture Department	
a)	Youth Services Department	521
d)	National Cadet Corps	523
e)	Archaeology and Museums Department	525
41.	Work-charged Establishment	529

Note – i) There are no Heads of Departments under Housing, Public Enterprise, and Real Time Governance Departments of Secretariat.

iii) Vizianagaram and Machalipatnam Municipalities have been upgraded as Municipal Corporations with effect from 03.07.2019 and as the Staff structure is not made available they have not been incorporated.

01. RAJ BHAVAN

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Special Chief Secretary/ Principal Secretary to Governor					Cadre Post
2.	Joint Secretary to Governor (against Deputy Secretary-cum-Officer on Special Duty to Governor)					Cadre Post/ Deputation Post
3.	Medical Officer (drafted from M&H Dept.)					Drafted from M&A Dept
4.	Deputy Secretary to Governor (against the post of Assistant Secretary to Governor)	27	56870-105810	27	87480-170580	
5.	ADC to Governor					1 post -Army Scale and 1 post- State Scale of deputed officer
6.	Liaison Officer	24	46060-98440	24	70850-158880	
7.	Deputy Executive Engineer (Electrical)					On deputation from APTRANSCO
8.	Deputy Executive Engineer (R&B)					From Roads and Buildings Department
9.	Women Assistant Surgeon (drafted from M&H Dept.)					On deputation from M&H Dept
10.	Accounts Officer	22	40270-93780	22	61960-151370	
11.	Press Secretary to Governor	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
12.	Private Secretary to Governor	21	37100-91450	21	57100-147760	
13.	P.S. to Special Chief Secretary/ Principal Secretary	21	37100-91450	21	57100-147760	
14.	P.A. to Governor	21	37100-91450	21	57100-147760	
15.	Section Officer	21	37100-91450	21	57100-147760	
16.	Assistant Comptroller	21	37100-91450	21	57100-147760	
17.	Special Category Steno	17	28940-78910	18	45830-130580	
18.	Manager (Household)	17	28940-78910	18	45830-130580	On par with Superintendent of APMS
19.	Accountant Gr.I	17	28940-78910	18	45830-130580	
20.	Cashier	17	28940-78910	18	45830-130580	Common Category
21.	Junior Analyst	17	28940-78910	18	45830-130580	On par with Junior Analyst in Drug Control Dept
22.	Computer Programmer	16	26600-77030	16	40970-124380	
23.	Assistant Section Officer	16	26600-77030	16	40970-124380	
24.	Senior Assistant(GHE) (on par with ASO)	16	26600-77030	16	40970-124380	
25.	Senior Accountant	Cc		cc		Common Category
26.	Line Inspector	13	23100-67990	13	35570-109910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
27.	Pharmacist Gr.II	11	21230-63010	13	35570-109910	On par with Pharmacist Gr-II in M&H Dept
28.	Steward	11	21230-63010	11	32670-101970	
29.	House Keeper	11	21230-63010	11	32670-101970	
30.	Head Cook	11	21230-63010	11	32670-101970	
31.	Mid-Wife (ANM)	10	19500-58330	10	29980-94500	
32.	Garrage Supervisor	9	18400-55410	9	28280-89720	
33.	Cook	9	18400-55410	9	28280-89720	
34.	Junior Accountant	Cc		cc		Common Category
35.	Junior Assistant	Cc		cc		Common Category
36.	Telephone Operator	Cc		cc		Common Category
37.	Junior Steno	Cc		cc		Common Category
38.	Furniture Clerk	Cc		cc		Common Category
39.	Wireman	8/3	17890-53950(Q)/ 13780-42490 (UQ)	8/3	27500-87480 (Q)/ 21200-65360 (UQ)	
40.	Head Butler	7	16400-49870	7	25220-80910	
41.	Driver	Cc		cc		
42.	Butler	6	15460-47330	6	23780-76730	
43.	Bearer	6	15460-47330	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
44.	Motor Cyclist	5	15030-46060	5	23120-74770	
45.	Roneo Duplicating Operator	Cc		cc		Common Category
46.	Record Assistant	Cc		cc		Common Category
47.	Jamedar	Cc		cc		Common Category
48.	Laundry Superintendent	4	14600-44870	4	22460-72810	
49.	Mason	3	13780-42490	3	21200-65360	
50.	Plumber	3	13780-42490	3	21200-65360	
51.	Mason Maistry	3	13780-42490	3	21200-65360	
52.	Assistant Wireman	3	13780-42490	3	21200-65360	
53.	Carpenter	3	13780-42490	3	21200-65360	
54.	Head Mali	Cc		cc		Common Category
55.	Despatch Clerk	2	13390-41380	2	20600-63660	
56.	Painter & Polisher	2	13390-41380	2	20600-63660	
57.	Tailor	2	13390-41380	2	20600-63660	
58.	Dafedar	Cc		cc		Common Category
59.	Office Subordinate	Cc		cc		Common Category
60.	Store-Keeper	1	13000-40270	1	20000-61960	
61.	Cleaner	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
62.	Barber	1	13000-40270	1	20000-61960	
63.	Dhoby	1	13000-40270	1	20000-61960	
64.	Household Attendant	1	13000-40270	1	20000-61960	
65.	Sweeper	Cc		cc		Common Category
66.	Ayah	1	13000-40270	1	20000-61960	
67.	Mali	Cc		cc		Common Category
68.	Man Mazdoor	1	13000-40270	1	20000-61960	
69.	Helper Gr.II	1	13000-40270	1	20000-61960	
70.	Male Nursing Orderly	1	13000-40270	1	20000-61960	

02. LEGISLATURE SECRETARIAT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Secretary	32	87130-110850	32	133900-179000	
2.	Special Secretary	32	87130-110850	32	133900-179000	
3.	Addl. Secretary	32	87130-110850	32	133900-179000	
4.	Joint Secretary	30	73270-108330	30	112610-174790	
5.	Deputy Secretary	27	56870-105810	27	87480-170580	
6.	Assistant Secretary	24	46060-98440	24	70850-158880	
7.	Marshal	24	46060-98440	24	70850-158880	
8.	Technical Officer	23	42490-96110	23	65360-154980	
9.	Accounts Officer	22	40270-93780	22	61960-151370	
10.	Assistant Director	21	37100-91450	21	57100-147760	
11.	Private Secretaries to Hon'ble Speaker, Deputy Speaker, Leader of Opposition Party, Govt. Chief Whip and Government Whips	21	37100-91450	21	57100-147760	
12.	Section Officer	21	37100-91450	21	57100-147760	
13.	Reporter including Chief Reporter	21	37100-91450	21	57100-147760	
14.	P.S. to Secretary	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	P.S. to Presiding & Political Officers (Assembly and Council)	21	37100-91450	21	57100-147760	
16.	Officer on Special Duty	21	37100-91450	21	57100-147760	
17.	Assistant Radio Executive Engineer	21	37100-91450	21	57100-147760	
18.	Estate Officer	21	37100-91450	21	57100-147760	
19.	Research Officer	21	37100-91450	21	57100-147760	
20.	Telugu Translator	17	28940-78910	18	45830-130580	On par with same category in Secretariat
21.	Urdu Translator	17	28940-78910	18	45830-130580	On par with same category in Secretariat
22.	Special Category Stenographer	cc		Cc		Common Category
23.	Urdu Language Interpretor	17	28940-78910	17	44570-127480	
24.	Additional Radio Assistant Engineer	16	26600-77030	16	40970-124380	
25.	Librarian	16	26600-77030	16	40970-124380	
26.	Personal Assistant to Presiding Political Officer (Assembly and Council)	16	26600-77030	16	40970-124380	
27.	P.A. to Chairpersons of various Legislative Committees (Assembly and Council)	16	26600-77030	16	40970-124380	
28.	U. D. Steno	16	26600-77030	16	40970-124380	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	Assistant Section Officer	16	26600-77030	16	40970-124380	
30.	Assistant Telugu Translator	16	26600-77030	16	40970-124380	
31.	Senior Sargeant	13	23100-67990	13	35570-109910	
32.	Classifier (on par with Asst. Librarian, Gr.II in Public Libraries)	13	23100-67990	13	35570-109910	
33.	Cataloguer (on par with Asst. Librarian, Gr.II in Public Libraries)	13	23100-67990	13	35570-109910	
34.	Research Assistant	12	22460-66330	12	34580-107210	
35.	Steno Typist	9	18400-55410	11	32670-101970	On par with same category in Secretariat
36.	Sr. Dubhash	9	18400-55410	11	32670-101970	On par with same category in Secretariat
37.	Typist-cum-Assistant	9	18400-55410	11	32670-101970	On par with same category in Secretariat
38.	Date Entry Operator	9	18400-55410	11	32670-101970	On par with same category in Secretariat
39.	Typist	cc		Cc		Common Category
40.	Assistant	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
41.	Telephone Operator	cc		Cc		Common Category
42.	Electrician	8/4	17890-53950 (P) / 14600-44870 (FE)	8/4	27500-87480 (P) / 22460-72810 (FE)	
43.	Plumber	8/4	17890-53950 (P) / 14600-44870 (FE)	8/4	27500-87480 (P) / 22460-72810 (FE)	
44.	Senior Driver	cc		Cc		Common Category
45.	Motor Driver (Driver LV)	cc		Cc		Common Category
46.	Shroff	cc		Cc		Common Category
47.	Carpenter	5/4	15030-46060 (P) / 14600-44870 (FE)	5/4	23120-74770 (P) / 22460-72810 (FE)	
48.	Motor Cycle Orderly	cc		Cc		Common Category
49.	Lift Operator	cc		Cc		Common Category
50.	Record Assistant	cc		Cc		Common Category
51.	Roneo Duplicating Operator	cc		Cc		Common Category
52.	Xerox Operator	cc		Cc		
53.	Sargeant	4	14600-44870	4	22460-72810	
54.	Dubhash	4	14600-44870	4	22460-72810	
55.	Telephone Clerk	4	14600-44870	4	22460-72810	
56.	Jamedar	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
57.	Dafedar	cc		Cc		Common Category
58.	Book Bearer	2	13390-41380	2	20600-63660	
59.	Office Subordinate (formerly Attender)	cc		Cc		Common Category
60.	Cycle Orderly	cc		Cc		Common Category
61.	Head Chowkidar	cc		Cc		Common Category
62.	Chowkidar	cc		Cc		Common Category
63.	Watchman	cc		Cc		Common Category
64.	Sweeper	cc		Cc		Common Category
65.	Scavenger	cc		Cc		Common Category
66.	Addl. Driver in the Peshies of Presiding & Political Officers (Assembly & Council)	1	13000-40270	1	20000-61960	

03. HIGH COURT OF ANDHRA PRADESH

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar General					From Judicial Service
2.	Registrar (Vigilance)	32	87130-110850	32	133900-179000	In case posts are filled from employees of High Court Service, other than Judicial Service
3.	Registrar (Admn.)	32	87130-110850	32	133900-179000	Do
4.	Registrar (Judicial)	32	87130-110850	32	133900-179000	Do
5.	Registrar (Enquiries)	32	87130-110850	32	133900-179000	Do
6.	Registrar (IT & Central Project Co-ordinator)	32	87130-110850	32	133900-179000	Do
7.	Registrar (Management)	32	87130-110850	32	133900-179000	Do
8.	Registrar (Protocol)	32	87130-110850	32	133900-179000	
9.	District Judge (Enquiries)	32	87130-110850	32	133900-179000	
10.	Registrar (Recruitment)	32	87130-110850	32	133900-179000	
11.	Central Project Co-ordinator	32	87130-110850	32	133900-179000	
12.	Principal Secretary to the Hon'ble Chief Justice	32	87130-110850	32	133900-179000	
13.	Joint Registrar	30	73270-108330	30	112610-174790	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Deputy Registrar	27	56870-105810	27	87480-170580	
15.	Principal Private Secretary to the Hon'ble Chief Justice	27	56870-105810	27	87480-170580	
16.	Private Secretary to the Hon'ble the Chief Justice	27	56870-105810	27	87480-170580	
17.	Assistant Registrar	24	46060-98440	24	70850-158880	
18.	Assistant Registrar (Buildings)	24	46060-98440	24	70850-158880	
19.	Assistant Registrar (Protocol)	24	46060-98440	24	70850-158880	
20.	Assistant Registrar (Library)	24	46060-98440	24	70850-158880	
21.	Special Officer	24	46060-98440	24	70850-158880	
22.	Junior Civil Judge (Presenting Officer)					As per National Judicial Pay Commission Scales
23.	Accounts Officer	22	40270-93780	22	61960-151370	
24.	Court Masters/ P.S to Judges/ P.S to Registrar	21	37100-91450	21	57100-147760	
25.	Section Officer	21	37100-91450	21	57100-147760	
26.	Scrutiny Officer	21	37100-91450	21	57100-147760	
27.	Court Officer	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
28.	Translator	17	28940-78910	18	45830-130580	On par with Translator, Secretariat
29.	Deputy Section Officer	17	28940-78910	18	45830-130580	On par with Superintendent
30.	Overseer	16	26600-77030	16	40970-124380	
31.	Assistant Section Officer	16	26600-77030	16	40970-124380	
32.	Computer Operator	16	26600-77030	16	40970-124380	
33.	Assistant Librarian	16	26600-77030	16	40970-124380	
34.	U.D. Steno	cc		Cc		Common Category
35.	Senior Driver	cc		Cc		Common Category
36.	Typist	7	16400-49870	9	28280-89720	
37.	Assistant Overseer	7	16400-49870	7	25220-80910	
38.	Reader & Examiner	7	16400-49870	7	25220-80910	
39.	Copyist	7	16400-49870	7	25220-80910	
40.	Telex Operator	7	16400-49870	7	25220-80910	
41.	Telephone Operator	cc		Cc		Common Category
42.	Driver (LV)	cc		Cc		Common Category
43.	Lift Operator	cc		Cc		Common Category
44.	Shroff	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
45.	Record Assistant	cc		Cc		Common Category
46.	Roneo Operator	cc		Cc		Common Category
47.	Copying Machine Operator	5	15030-46060	5	23120-74770	
48.	Binder	5	15030-46060	5	23120-74770	
49.	Book Bearer	5	15030-46060	5	23120-74770	
50.	Jamedar	cc		cc		Common Category
51.	Dafedar	cc		cc		Common Category
52.	Office Subordinate	cc		cc		Common Category

04. ANDHRA PRADESH ADMINISTRATIVE TRIBUNAL*

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar	30	73270-108330	30	112610-174790	
2.	Deputy Registrar	27	56870-105810	27	87480-170580	
3.	Assistant Registrar (Including Secretary to Chairman-cum- Assistant Registrar)	24	46060-98440	24	70850-158880	
4.	Personal Assistant	21	37100-91450	21	57100-147760	
5.	Court Master	21	37100-91450	21	57100-147760	
6.	Section Officer	21	37100-91450	21	57100-147760	
7.	Scrutiny Officer	21	37100-91450	21	57100-147760	
8.	Court Officer	21	37100-91450	21	57100-147760	
9.	Librarian	17	28940-78910	18	45830-130580	On par with Asst. Librarian Grade-I, Public Libraries
10.	Senior Assistant	16	26600-77030	16	40970-124380	On par with ASO of High Court
11.	Senior Stenographer	16	26600-77030	16	40970-124380	
12.	Caretaker	10	19500-58330	10	29980-94500	
13.	Junior Assistant	cc		Cc		Common Category
14.	Typist	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Junior Stenographer	cc		Cc		Common Category
16.	Computer Programmer	7/13	16400-49870 (FE) / 23100-67990 (EI)	9/13	28280-89720 (FE)/ 35570-109910 (EI)	
17.	Senior Driver	cc		Cc		Common Category
18.	Driver (including Auto Driver)	cc		Cc		Common Category
19.	Record Assistant	cc		Cc		Common Category
20.	Roneo Operator	cc		Cc		Common Category
21.	Jamedar	cc		Cc		Common Category
22.	Book Bearer	5	15030-46060	5	23120-74770	
23.	Office Subordinate including Personal Establishment	cc		Cc		Common Category

*Abolished vide G.O. Ms. No. 7, General Administration (SPF MC) Department dated 20.01.2020 read with G.O. Ms. No. 24, General Administration (SPF MC) Department dated 09.03.2020

05. ANDHRA PRADESH STATE ELECTION COMMISSION

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Secretary					Cadre Post
2.	Legal Advisor {formerly Secretary (Legal)}					Not in Commission 's Purview
3.	Joint Secretary	30	73270-108330	30	112610-174790	
4.	Joint Director	27	56870-105810	27	87480-170580	
5.	Assistant Secretary	24	46060-98440	24	70850-158880	
6.	Accounts Officer	22	40270-93780	22	61960-151370	
7.	Private Secretary	21	37100-91450	21	57100-147760	
8.	Desk Officer/ Section Officer	21	37100-91450	21	57100-147760	
9.	System Analyst	20	35120-87130	20	54060-140540	
10.	Special Category Steno	cc		cc		Common Category
11.	Computer Programmer	16	26600-77030	16	40970-124380	
12.	Assistant Section Officer	16	26600-77030	16	40970-124380	
13.	Senior Stenographer	16	26600-77030	16	40970-124380	
14.	Senior Accountant	cc		cc		Common Category
15.	Data Entry Operator	11	21230-63010	11	32670-101970	
16.	Typist-cum-Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Driver	cc		cc		Common Category
18.	Record Assistant	cc		cc		Common Category
19.	Roneo Operator/ Xerox Operator	cc		cc		Common Category
20.	Office Subordinate	cc		cc		Common Category
21.	Watchman	cc		cc		Common Category
22.	Sweeper	1	13000-40270	1	20000-61960	

06. ANDHRA PRADESH STATE INFORMATION COMMISSION

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Secretary	27	56870-105810	27	87480-170580	
2.	Secretary (Law)	27	56870-105810	27	87480-170580	
3.	Assistant Secretary (Administration)	24	46060-98440	24	70850-158880	
4.	Accounts Officer	22	40270-93780	22	61960-151370	
5.	Office Superintendent	Cc		cc		Common Category
6.	Senior Assistant	Cc		cc		Common Category
7.	Senior Accounts Officer/ Senior Auditor					Deputation from T&A
8.	Junior Accounts Officer/ Superintendent					Deputation from T&A
9.	Personal Secretary					Outsourcing
10.	Personal Assistant					Outsourcing
11.	Junior Assistant-cum-Computer Operator					Outsourcing
12.	Office Subordinate					Outsourcing

07. ANDHRA PRADESH PUBLIC SERVICE COMMISSION

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Secretary					Cadre Post
2.	Additional Secretary	30	73270-108330	32	133900-179000	
3.	Joint Secretary			30	112610-174790	Newly created post
4.	Deputy Secretary	27	56870-105810	27	87480-170580	
5.	Assistant Secretary	24	46060-98440	24	70850-158880	
6.	Section Officer (formerly known as Superintendent)	21	37100-91450	21	57100-147760	
7.	Deputy Statistical Officer (on deputation from Director of Economics & Statistics)	17	28940-78910	18	45830-130580	
8.	Assistant Section Officer (formerly known as Senior Assistant)	16	26600-77030	16	40970-124380	
9.	Junior Assistant	cc		cc		Common Category
10.	Driver	cc		cc		Common Category
11.	Office Subordinate	cc		cc		Common Category

08. SECRETARIAT
08. (a) GENERAL ADMINISTRATION (SU) DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Chief Secretary to Government					Cadre Post
2.	Special Chief Secretary to Government					Cadre Post
3.	Principal Secretary to Government					Cadre Post
4.	Secretary to Government					Cadre Post
5.	Commissioner of Inquiries					Cadre Post
6.	Additional Secretary to Government					Cadre Post
7.	Joint Secretary to Government					Cadre Post
8.	Chairman (GVDA) / Planning Department					Cadre Post
9.	Additional Secretary to Government	32	87130-110850	32	133900-179000	
10.	Joint Secretary to Government (Non-Cadre)	30	73270-108330	30	112610-174790	
11.	Director, Planning Department					from Directorate of Economics & Statistics
12.	Deputy Secretary to Government (Non-Cadre)	27	56870-105810	27	87480-170580	
13.	Officer on Special Duty (Joint Commissioner)					from Commercial Taxes Department

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Joint Director, Planning Department					from Directorate of Economics & Statistics
15.	Assistant Secretary to Government	24	46060-98440	24	70850-158880	
16.	Inspecting Assistant Commissioner (In the rank of A.S to Govt.) (S.W. Department)	24	46060-98440	24	70850-158880	
17.	Deputy Director, Plg.					from Directorate of Economics & Statistics
18.	Asst. Financial Advisor	24	46060-98440	24	70850-158880	
19.	Chief Accounts Officer (PR&RD Dept.)	24	46060-98440	24	70850-158880	
20.	Deputy Director (Statistics) (Revenue Department)	24	46060-98440	24	70850-158880	
21.	Senior Scientist (E.F.E.S. & T Dept.)	23	42490-96110	23	65360-154980	
22.	Co-ordinator (E.F.E.S. & T. Dept.)	23	42490-96110	23	65360-154980	
23.	Deputy District Development Officer (Elems.)					from Panchayat Raj Department
24.	Assistant Secretary to Govt. (Dy. Collector Cadre)					from Revenue Department
25.	Assistant Commissioner (Relief)					from Revenue Department
26.	Section Officer (S.C)	22	40270-93780	22	61960-151370	
27.	Special Officer, Accounts G.A.D (Elections)/Accounts Officer	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
28.	Assistant Director					from Directorate of Economics & Statistics
29.	Research Officer, Planning Department					from Directorate of Economics & Statistics
30.	Section Officer	21	37100-91450	21	57100-147760	
31.	P.S. to Chief Secretary (on par with PS to Secy. to Govt.)	21	37100-91450	21	57100-147760	
32.	Officer-in-charge Non ISF Record Officer (On par with Section Officer)	21	37100-91450	21	57100-147760	
33.	Supervisor (GAD Elecs.) (on par with Section Officer)	21	37100-91450	21	57100-147760	
34.	Prosecuting Officer in the cadre of S.O (on par with Section Officer)	21	37100-91450	21	57100-147760	
35.	P.S. to Secretary to Government	21	37100-91450	21	57100-147760	
36.	Gazetted Librarian (GAD)	20	35120-87130	21	57100-147760	On par with Librarian (Gazetted) of Public Libraries
37.	Assistant Audit Officer (Revenue Department)					from State Audit Department
38.	Statistical Officer (MA & UD Dept.)	19	31460-84970	19	48440-137220	
39.	Assistant Section Officer (S.C)	17	28940-78910	18	45830-130580	
40.	Special Category Steno	17	28940-78910	18	45830-130580	
41.	Deputy Statistical Officer, Planning Dept.					from Directorate of Economics & Statistics

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
42.	Technical Assistant (E.F.E.S.&T Dept.)	17	28940-78910	17	44570-127480	
43.	Zonal Inspector (Technical)					from R&B Department
44.	Caretaker	16	26600-77030	16	40970-124380	
45.	P.C. to Chief Secretary (on par with ASO)	16	26600-77030	16	40970-124380	
46.	Assistant Section Officer	16	26600-77030	16	40970-124380	
47.	Senior Stenographer	16	26600-77030	16	40970-124380	
48.	P.A. to Deputy Chairman SPB (Planning Department) (on par with Senior Steno in Secretariat)	16	26600-77030	16	40970-124380	
49.	Assistant Statistical Officer					from Directorate of Economics & Statistics
50.	Senior Auditor/Senior Accountant					from State Audit/Treasuries & Accounts Department
51.	Senior Assistant	cc		cc		Common Category
52.	Typist-cum-Assistant	9	18400-55410	11	32670-101970	Maintaining the existing relativity with Assistant-cum-Typist of 'Common Category'
53.	Steno-Typist	9	18400-55410	11	32670-101970	Maintaining the existing relativity with Steno Typists of 'Common Category'

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
54.	Head Driver (GAD)	9	18400-55410	9	28280-89720	
55.	Assistant Librarian, Grade-III	9	18400-55410	9	28280-89720	
56.	Lower Division Steno/Junior Stenographer	Cc		cc		
57.	Typist	Cc		cc		
58.	Telephone Operator	Cc		cc		Common Category
59.	Console Operator	8	17890-53950	8	27500-87480	
60.	Senior Driver	8	17890-53950	8	27500-87480	
61.	Assistant	7	16400-49870	7	25220-80910	
62.	DRT Assistant (Tappals)	7	16400-49870	7	25220-80910	
63.	Driver/Auto Driver	Cc		cc		Common Category
64.	Motorcycle Messenger (on par with Driver (LV))	6	15460-47330	6	23780-76730	
65.	Shroff	6	15460-47330	6	23780-76730	
66.	Lift Operator	Cc		cc		Common Category
67.	Record Assistant	Cc		cc		
68.	Xerox Operator	Cc		cc		
69.	Roneo Duplicating Operator	Cc		cc		Common Category
70.	Inspector-cum-Rent Collector	4	14600-44870	4	22460-72810	
71.	Senior Carpenter	4	14600-44870	4	22460-72810	
72.	Jamedar	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
73.	Dafedar	2	13390-41380	2	20600-63660	
74.	Junior Carpenter	2	13390-41380	2	20600-63660	
75.	Office Subordinate	cc		cc		Common Category
76.	Motor Car Cleaner	1	13000-40270	1	20000-61960	
77.	Waterman	1	13000-40270	1	20000-61960	
78.	Farrash	cc		cc		Common Category
79.	Cycle Orderly	cc		cc		Common Category
80.	Lascar	1	13000-40270	1	20000-61960	
81.	Chowkidar	cc		cc		Common Category
82.	Head Chowkidar	cc		cc		Common Category
83.	Sweeper	cc		cc		Common Category
84.	Scavenger	cc		cc		Common Category

08. (b). FINANCE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Special Chief Secretary to Government / Principal Secretary to Government					Cadre Post
2.	Secretary to Government					Cadre Post
3.	Special Secretary to Government					Presently held by IRAS Officer
4.	Additional/Joint Secretary to Government					Cadre Post
5.	Additional Secretary to Government (NC)	32	87130-110850	32	133900-179000	
6.	Joint Secretary to Government (NC)	30	73270-108330	30	112610-174790	
7.	Director (IT) in the cadre of J.S. to Govt.	30	73270-108330	30	112610-174790	
8.	Deputy Secretary to Government	27	56870-105810	27	87480-170580	
9.	Joint Director (IA) (from T&A)	26	52590-103290	26	80910-166680	
10.	Joint Financial Adviser					from Treasuries and Accounts Dept.
11.	Deputy Financial Adviser					from Works & Accounts Dept.
12.	Assistant Secretary to Government	24	46060-98440	24	70850-158880	
13.	Deputy Director (IA)					from Treasuries and Accounts/ State Audit Dept.
14.	Assistant Director (IA)					from Treasuries and Accounts/ State Audit Dept.

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Assistant Director (IT)	21	37100-91450	21	57100-147760	
16.	Section Officer	21	37100-91450	21	57100-147760	
17.	Assistant Financial Adviser					from Works & Accounts Dept.
18.	Accounts Officer					From T&A Dept
19.	Assistant Accounts Officer					From T&A Dept
20.	Private Secretary to Secretary to Government	21	37100-91450	21	57100-147760	
21.	Special Category Stenographer	17	28940-78910	18	45830-130580	
22.	Assistant Section Officer	16	26600-77030	16	40970-124380	
23.	Senior Stenographer	16	26600-77030	16	40970-124380	
24.	Typist-cum-Assistant	9	18400-55410	11	32670-101970	
25.	Supervisory Driver	9	18400-55410	9	28280-89720	
26.	DRT Assistant	7	16400-49870	7	25220-80910	
27.	Driver	Cc		cc		Common Category
28.	Shroff	Cc		cc		Common Category
29.	Record Assistant	Cc		cc		Common Category
30.	Roneo Operator	Cc		cc		Common Category
31.	Jamedar	Cc		cc		Common Category
32.	Dafedar	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Officer Subordinate	cc		cc		Common Category
34.	Sweeper	Cc		cc		Common Category
35.	Scavenger	Cc		cc		Common Category
36.	Chowkidar	Cc		cc		Common Category
37.	Cycle Orderly	Cc		cc		Common Category

08. (c). LAW DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Secretary to Government					from Judicial Dept.
2.	Additional Secretary to Government	32	87130-110850	32	133900-179000	
3.	Joint Secretary to Government	30	73270-108330	30	112610-174790	
4.	Draftsman to Government	28	61450-105810	28	94500-170580	
5.	Deputy Secretary to Government	27	56870-105810	27	87480-170580	
6.	Deputy Draftsman to Government	27	56870-105810	27	87480-170580	
7.	Assistant Secretary to Government	24	46060-98440	24	70850-158880	
8.	Assistant Draftsman to Government	24	46060-98440	24	70850-158880	
9.	Section Officer	21	37100-91450	21	57100-147760	
10.	Private Secretary to Secretary to Government	21	37100-91450	21	57100-147760	
11.	Librarian	18	29760-80930	18	45830-130580	
12.	Translator	17	28940-78910	18	45830-130580	On par with Superintendent
13.	Special Category Stenographer	17	28940-78910	18	45830-130580	
14.	Assistant Section Officer	16	26600-77030	16	40970-124380	
15.	Senior Stenographer	16	26600-77030	16	40970-124380	
16.	Assistant Librarian	13	23100-67990	14	37640-115500	On par with Asst. Librarian (Gr-II) of Public Libraries

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Typist-cum-Assistant	9	18400-55410	11	32670-101970	
18.	Junior Stenographer	9	18400-55410	11	32670-101970	
19.	Bilingual Electronic Typewriting Operator-cum-Assistant	9	18400-55410	11	32670-101970	On par with Typist-cum-Assistant
20.	Senior Driver	Cc		cc		Common Category
21.	DRT Assistant	7	16400-49870	7	25220-80910	
22.	Driver	Cc		cc		Common Category
23.	Record Assistant	cc		cc		Common Category
24.	Roneo Duplicating Operator	cc		cc		Common Category
25.	Jamedar	cc		cc		Common Category
26.	Dafedar	cc		cc		Common Category
27.	Office Subordinate	cc		cc		Common Category
28.	Cycle Orderly	cc		cc		Common Category

09. ADVOCATE GENERAL'S OFFICE

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Administrative Officer	21	37100-91450	21	57100-147760	
2.	Assistant Administrator	21	37100-91450	21	57100-147760	
3.	Private Secretary	21	37100-91450	21	57100-147760	
4.	Special Category Steno	Cc		cc		Common Category
5.	Section Officer	17	28940-78910	18	45830-130580	On par with Superintendent
6.	Manager	17	28940-78910	18	45830-130580	On par with Superintendent
7.	Senior Assistant	Cc		cc		Common Category
8.	Senior Steno	Cc		cc		Common Category
9.	Junior Assistant	Cc		cc		Common Category
10.	Typist	Cc		cc		Common Category
11.	Junior Steno	Cc		cc		Common Category
12.	Record Assistant	Cc		cc		Common Category
13.	Office Subordinate	Cc		cc		Common Category

10. COMMON CATEGORIES AND THEIR EQUIVALENTS

Sl. No.	Category	Dept.	Existing		Revised (₹.)	
			Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
I. POSTS UNDER THE MINISTERIAL SERVICE RULES						
a) SUPERINTENDENT & EQUIVALENT						
1.	Superintendent/ Office Superintendent (including Superintendent re-designated as Administrative Officer)	Common	17	28940-78910	18	45830-130580
2.	Accountant (on par with AO, T&A)	Common	17	28940-78910	18	45830-130580
3.	Cost Accountant	Common	17	28940-78910	18	45830-130580
4.	Commercial Accountant	Common	17	28940-78910	18	45830-130580
5.	Special Category Steno	Common	17	28940-78910	18	45830-130580
6.	Store Keeper Grade-I/ Store Keeper in pay scale of Superintendent	Common	17	28940-78910	18	45830-130580
7.	Cashier	Common	17	28940-78910	18	45830-130580
8.	Auditor/ Senior Auditor	Common	17	28940-78910	18	45830-130580
9.	Commercial Auditor	Common	17	28940-78910	18	45830-130580
10.	Internal Auditor	Common	17	28940-78910	18	45830-130580

Sl. No.	Category	Dept.	Existing		Revised (₹.)	
			Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
POSTS EQUIVALENT TO SUPERINTENDENT						
11.	Superintendent, Working Women's Hostel	Women Dev & Child Welfare	17	28940-78910	18	45830-130580
12.	Superintendent, Resue Homes	Women Dev & Child Welfare	17	28940-78910	18	45830-130580
13.	Administrative Officers in Mandal/ Zilla Parishads*	PR & RD	17	28940-78910	18	45830-130580
14.	Superintendents of Orphanages & Child Beggar Homes	Social Welfare	17	28940-78910	18	45830-130580
15.	Manager	Printing, Stationery & Stores Purchase	17	28940-78910	18	45830-130580
16.	Manager	Text Book Press	17	28940-78910	18	45830-130580
17.	Office Manager/ Manager	Cultural Affairs	17	28940-78910	18	45830-130580
18.	Office Manager/ Manager	State Institute of Rural Dev	17	28940-78910	18	45830-130580
19.	Manager	Forensic Science Lab, Police Dept	17	28940-78910	18	45830-130580
20.	Manager	Forest	17	28940-78910	18	45830-130580
21.	Manager	HM & FW	17	28940-78910	18	45830-130580
22.	Manager	Civil Supplies	17	28940-78910	18	45830-130580
23.	Manager	Advocate general's Office	17	28940-78910	18	45830-130580

Sl. No.	Category	Dept.	Existing		Revised (₹.)	
			Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
24.	Manager	Govt Pleader's Office	17	28940-78910	18	45830-130580
25.	Manager	Public Prosecutor's Office	17	28940-78910	18	45830-130580
26.	Hostel Manager	Technical Education	17	28940-78910	18	45830-130580
27.	Section Officer	Advocate General's Office	17	28940-78910	18	45830-130580
28.	Huzur Head Clerk	Revenue	17	28940-78910	18	45830-130580
29.	Head Clerk	State Institute of Rural Dev	17	28940-78910	18	45830-130580
30.	Head Clerk	P.R. Engineering Dept	17	28940-78910	18	45830-130580
31.	Office Assistant	Archaeology & Museum	17	28940-78910	18	45830-130580
32.	Personal Assistant	Drug Control Administration	17	28940-78910	18	45830-130580
33.	Caretaker	State Archives	17	28940-78910	18	45830-130580
b) SENIOR ASSISTANT & EQUIVALENT						
34.	Senior Assistant	Common	12	22460-66330	14	37640-115500
35.	Senior Accountant/ Upper Division Accountant/ Head Accountant/ Assistant Accountant	Common	12	22460-66330	14	37640-115500

Sl. No.	Category	Dept.	Existing		Revised (₹.)	
			Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
36.	Upper Division Steno/ Senior Stenographer/ Second Grade Steno	Common	12	22460-66330	14	37640-115500
37.	Store Keeper Grade-II/ Upper Division Store Keeper/ Senior Store Keeper/ Assistant Store Keeper/ Store Keeper	Common	12	22460-66330	14	37640-115500
38.	Senior Assistant-cum- Storekeeper	Common	12	22460-66330	14	37640-115500
POSTS EQUIVALENT TO SENIOR ASSISTANT						
39.	U.D. Revenue Inspectors	Revenue	12	22460-66330	14	37640-115500
40.	Senior Revenue Inspector/ Senior Checking Inspector	Civil Supplies	12	22460-66330	14	37640-115500
41.	Head Clerk	PR&RD/ Public Libraries	12	22460-66330	14	37640-115500
42.	Assistant Manager	Printing & Stationery	12	22460-66330	14	37640-115500
43.	Steward, Manager-cum-Supervisor/ Hospital upervisor-cum-Steward	Ayush	12	22460-66330	14	37640-115500
44.	U.D. Inspector	Endowments	12	22460-66330	14	37640-115500

Sl. No.	Category	Dept.	Existing		Revised (₹.)	
			Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
c) JUNIOR ASSISTANT & EQUIVALENT						
45.	Junior Assistant	Common	7	16400-49870	9	28280-89720
46.	Junior Accountant/ LD Accountant/ Accountant	Common	7	16400-49870	9	28280-89720
47.	L.D. Cashier	Common	7	16400-49870	9	28280-89720
48.	Junior Auditor	Common	7	16400-49870	9	28280-89720
49.	Store Keeper Grade-III/ LD Store Keeper/ Store Keeper/ Store Clerk/ Junior Assistant- cum-Store Keeper/ Store Assistant	Common	7	16400-49870	9	28280-89720
50.	Clerk-cum- Accountant	Common	7	16400-49870	9	28280-89720
51.	Assistant-cum- Typist	Common	7	16400-49870	9	28280-89720
52.	Clerk-cum-Typist	Common	7	16400-49870	9	28280-89720
53.	Junior Assistant- cum-Typist	Common	7	16400-49870	9	28280-89720
54.	Junior Stenographer	Common	7	16400-49870	9	28280-89720
55.	Lower Division Steno	Common	7	16400-49870	9	28280-89720
56.	Steno Typist	Common	7	16400-49870	9	28280-89720
57.	L.D. Typist	Common	7	16400-49870	9	28280-89720
58.	Typist	Common	7	16400-49870	9	28280-89720
59.	Telephone Operator	Common	7	16400-49870	9	28280-89720

Sl. No.	Category	Dept.	Existing		Revised (₹.)	
			Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
POSTS EQUIVALENT TO JUNIOR ASSISTANT						
60.	Godown Supervisor	Agriculture	7	16400-49870	9	28280-89720
61.	Receptionist	Jawahar Bal Bhavan/ A.P. Bhavan, Delhi/ State Archives	7	16400-49870	9	28280-89720
62.	Medical Record Clerk	HM & FW	7	16400-49870	9	28280-89720
63.	Executive Tax Assistant (Former L.D. Commercial Tax Inspector)	Commercial Tax	7	16400-49870	9	28280-89720
64.	Junior Checking Inspector	Civil Supplies	7	16400-49870	9	28280-89720
65.	Junior Enquiry Inspector	Civil Supplies	7	16400-49870	9	28280-89720
66.	Junior Assistant-cum-Bill Collector	Panchayati Raj	7	16400-49870	9	28280-89720
67.	Linen Keeper	HM&FW	7	16400-49870	9	28280-89720
68.	Supervisor	Ayush	7	16400-49870	9	28280-89720
69.	Furniture Clerk	Raj Bhavan	7	16400-49870	9	28280-89720
II. POSTS UNDER THE GENERAL SUB-ORDINATE SERVICE RULES						
70.	Driver (Heavy Vehicle)/ Senior Driver	Common	8	17890-53950	8	27500-87480
71.	Driver (Light Vehicle)	Common	6	15460-47330	6	23780-76730
72.	Shroff/Cashier	Common	6	15460-47330	6	23780-76730

Sl. No.	Category	Dept.	Existing		Revised (₹.)	
			Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
73.	Auto Rickshaw Driver	Common	6	15460-47330	6	23780-76730
74.	Lift Operator	Common	5	15030-46060	5	23120-74770
75.	Record Assistant	Common	5	15030-46060	5	23120-74770
76.	Laboratory/ Library Assistant	Common	5	15030-46060	5	23120-74770
77.	Roneo Operator/ Duplicating Operator/ Xerox Operator	Common	5	15030-46060	5	23120-74770
78.	Motor Cycle messenger	Common	5	15030-46060	5	23120-74770
III. POSTS UNDER THE LAST GRADE SERVICE RULES						
79.	Jamedar	Common	4	14600-44870	4	22460-72810
80.	Head Mali/ Head Malan	Common	3	13780-42490	3	21200-65360
81.	Daroga/ Head Chowkidar/ Head Watchman	Common	3	13780-42490	3	21200-65360
82.	Chainman	Common	1	13000-40270	3	21200-65360
83.	Dafedar	Common	2	13390-41380	2	20600-63660
84.	Office Subordinate	Common	1	13000-40270	1	20000-61960
85.	Cycle Orderly	Common	1	13000-40270	1	20000-61960
86.	Watchman	Common	1	13000-40270	1	20000-61960
87.	Mali/ Malan/ Gardener	Common	1	13000-40270	1	20000-61960

Sl. No.	Category	Dept.	Existing		Revised (₹.)	
			Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
88.	Farrash	Common	1	13000-40270	1	20000-61960
89.	Sweeper	Common	1	13000-40270	1	20000-61960
90.	Kamati	Common	1	13000-40270	1	20000-61960
91.	Cleaner	Common	1	13000-40270	1	20000-61960
92.	Scavenger	Common	1	13000-40270	1	20000-61960
93.	Chowkidar / Head Chowkidar	Common	1	13000-40270	1	20000-61960
94.	B.T. Attender	Common	1	13000-40270	1	20000-61960
95.	Process Server	Common	1	13000-40270	1	20000-61960

* Designation of Superintendents altered as Administrative Officer vide G.O. Ms. No. 242 PR&RD (Est. IV) Department dated 24.12.2018)

11. AGRICULTURE AND MARKETING DEPARTMENT

11. (a). AGRICULTURE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner/ Special Commissioner of Agriculture					Cadre Post
2.	Additional Director	29	66330-108330	29	101970-174790	
3.	Joint Director	27	56870-105810	27	87480-170580	
4.	Special Officer (Crop Insurance)	27	56870-105810	27	87480-170580	
5.	Deputy Director	25	49870-100770	25	76730-162780	
6.	Executive Engineer	25	49870-100770	25	76730-162780	
7.	Deputy Director (Statistics)	24	46060-98440	24	70850-158880	
8.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
9.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
10.	Assistant Director of Agriculture	22	40270-93780	22	61960-151370	
11.	Accounts Officer	22	40270-93780	22	61960-151370	
12.	Assistant Director (Statistics)	21	37100-91450	21	57100-147760	
13.	Asst. Director (Statistics) (formerly Computer Programmer)	21	37100-91450	21	57100-147760	
14.	Agriculture Officer	20	35120-87130	20	54060-140540	
15.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
16.	Administrative Officer	19	31460-84970	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	P.A. to Commissioner & Director of Agriculture	19	31460-84970	19	48440-137220	
18.	Assistant Engineer	19	31460-84970	19	48440-137220	
19.	Assistant Agriculture Engineer	19	31460-84970	19	48440-137220	
20.	Agricultural Extension Officer Gr.I	18	29760-80930	18	45830-130580	
21.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with Junior Accounts Officer, T&A Dept.
22.	Superintendent	Cc		cc		Common Category
23.	Special Category Stenographer	Cc		cc		Common Category
24.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	
25.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	
26.	Draughtsman Grade-I	14	24440-71510	14	37640-115500	
27.	Agricultural Extension Officer, Grade.II	12	22460-66330	14	37640-115500	
28.	Senior Assistant	Cc		cc		Common Category
29.	Senior Accountant	Cc		cc		Common Category
30.	Senior Stenographer	Cc		cc		Common Category
31.	Village Development Officer, Grade-I	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
32.	Draughtsman Grade.-II	12	22460-66330	12	34580-107210	
33.	Line Inspector	11	21230-63010	11	32670-101970	
34.	Artist	11	21230-63010	11	32670-101970	
35.	Chief Machine Minder (Offset Press)	10	19500-58330	10	29980-94500	
36.	Camera Operator	10	19500-58330	10	29980-94500	
37.	Cinema Operator	Cc		cc		Common Category
38.	Tracer	8	17890-53950	9	28280-89720	On par with Technical Assistant of Engineering Depts.
39.	Junior Assistant	Cc		cc		Common Category
40.	Junior Assistant (Security)	Cc		cc		Common Category
41.	Junior Accountant	Cc		cc		Common Category
42.	Junior Stenographer/ Junior Steno-cum-Typist	Cc		cc		Common Category
43.	Typist	Cc		cc		Common Category
44.	Telephone Operator	Cc		cc		Common Category
45.	Godown Supervisor/ Store Keeper	7	16400-49870	9	28280-89720	Common Category
46.	Electrician	8/4	17890-53950 (P) 14600-44870 (FE)	8/4	27500-87480 (P)/ 22460-72810 (FE)	
47.	Heavy Vehicle Driver	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
48.	Store Keeper, Grade-III	Cc		cc		Common Category
49.	Driver (HVD)	Cc		cc		Common Category
50.	Driver (LVD)	Cc		cc		Common Category
51.	Shroff	Cc		cc		Common Category
52.	Carpenter	5/4	15030-46060 (P) 14600-44870 (FE)	5/4	23120-74770 (P)/ 22460-72810 (FE)	
53.	Compositor	5	15030-46060	5	23120-74770	
54.	Record Assistant	Cc		cc		Common Category
55.	Roneo Operator	Cc		cc		Common Category
56.	Binder	4	14600-44870	4	22460-72810	
57.	Lab. Assistant	3	13780-42490	3	21200-65360	
58.	Agriculture Extension Officer, Gr.III	3	13780-42490	3	21200-65360	
59.	Chainman	Cc		cc		Common Category
60.	Dafedar	Cc		cc		Common Category
61.	Office Subordinate	Cc		cc		Common Category
62.	Lab. Boy/ Lab Attender	1	13000-40270	1	20000-61960	
63.	Helper	1	13000-40270	1	20000-61960	
64.	Gurkha / Watchman	1	13000-40270	1	20000-61960	
65.	Watchman/ Chowkidar	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
66.	Permanent Mazdoor	1	13000-40270	1	20000-61960	
67.	Weighman/ Ploughman	1	13000-40270	1	20000-61960	
68.	Cleaner	Cc		cc		Common Category
69.	Mali	Cc		cc		Common Category
70.	Sweeper	Cc		cc		Common Category
71.	Scavenger	Cc		cc		Common Category
72.	Messenger	1	13000-40270	1	20000-61960	
73.	Attender -cum- Watchman	1	13000-40270	1	20000-61960	
74.	Attender-cum- Driver	1	13000-40270	1	20000-61960	
75.	Office Boy	1	13000-40270	1	20000-61960	
76.	Waterman	1	13000-40270	1	20000-61960	
77.	Last Grade Service	1	13000-40270	1	20000-61960	
Engineering Wing:						
1.	Foreman	14/8	24440-71510 (P) 17890-53950 (FE)	14/8	37640-115500 (P)/ 27500-87480 (FE)	
2.	Mechanic Gr.I	14/8	24440-71510 (P)/ 17890-53950 (FE)	14/8	37640-115500 (P)/ 27500-87480 (FE)	
3.	Mechanic Gr.II	11/7	21230-63010 (P) / 16400-49870 (FE)	11/7	32670-101970 (P)/ 25220-80910 (FE)	
4.	Mechanic Gr.III	8/6	17890-53950 (P)/ 15460-47330 (FE)	8/6	27500-87480 (P) / 23780-76730 (FE)	
5.	Mechanic Gr.IV	5	15030-46060	5	23120-74770	

11. (b). CO-OPERATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar of Cooperative Societies					Cadre Post
2.	District Judge, Grade.II					Not in Commission's purview
3.	Additional Registrar	29	66330-108330	29	101970-174790	
4.	Joint Registrar	26	52590-103290	26	80910-166680	
5.	Special Cadre Deputy Registrar	24	46060-98440	24	70850-158880	
6.	Deputy Registrar of Co-operative Societies	21	37100-91450	21	57100-147760	
7.	Assistant Registrar (formerly Co-Operative Sub-Registrar)	18	29760-80930	18	45830-130580	
8.	Special Category Steno	Cc		cc		Common Category
9.	Senior Inspector	16	26600-77030	16	40970-124380	
10.	Head Clerk (formerly known as U.D. Clerk)	Cc		cc		Common Category (in the scale of Senior Assistant)
11.	Upper Division Steno	Cc		cc		Common Category
12.	Junior Inspector	12	22460-66330	14	37640-115500	
13.	Upper Division Bench Clerk	12	22460-66330	14	37640-115500	
14.	Junior Assistant	Cc		cc		Common Category
15.	Typist	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Lower Division Steno	Cc		cc		Common Category
17.	Steno /Typist	Cc		cc		Common Category
18.	Copy writer	7	16400-49870	7	25220-80910	
19.	Driver	Cc		cc		Common Category
20.	Roneo Operator	Cc		cc		Common Category
21.	Record Assistant	Cc		cc		Common Category
22.	Jamedar	Cc		cc		Common Category
23.	Dafedar	Cc		cc		Common Category
24.	Office Subordinate	Cc		cc		Common Category
25.	Watchman	Cc		cc		Common Category
26.	Masalchi	1	13000-40270	1	20000-61960	

11. (c). AGRICULTURAL MARKETING DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Chief Executive Officer, Rythu Bazars					Cadre Post
3.	Director	30	73270-108330	30	112610-174790	
4.	Additional Director	28	61450-105810	28	94500-170580	
5.	Joint Director	26	52590-103290	26	80910-166680	
6.	Executive Engineer	25	49870-100770	25	76730-162780	
7.	Deputy Director	24	46060-98440	24	70850-158880	
8.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
9.	Assistant Director	21	37100-91450	21	57100-147760	
10.	Chief Chemist	20	35120-87130	20	54060-140540	
11.	Audit Officer	20	35120-87130	20	54060-140540	
12.	Assistant Engineer (formerly known as Engineering Supervisor)	19	31460-84970	19	48440-137220	
13.	Superintendent	cc		cc		Common Category
14.	Special Category Steno	cc		cc		Common Category
15.	Chemist	17	28940-78910	18	45830-130580	
16.	Statistical Assistant	17	28940-78910	18	45830-130580	On par with Deputy Statistical Officer of E&S Dept.

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Senior Marketing Assistant (Formerly Marketing Assistant / Price Reporter Grade-I/ Grading Superintendent Grade-I)	17	28940-78910	18	45830-130580	On par with Superintendent
18.	Computer	11	21230-63010	15	38720-118390	On par with Assistant Statistical Officer of E&S Dept
19.	Junior Chemist	12	22460-66330	14	37640-115500	
20.	Junior Marketing Assistant (formerly Grading Superintendent Grade-II/ Price Reporter Grade-II)	11	21230-63010	14	37640-115500	
21.	Senior Steno	cc		cc		Common Category
22.	Senior Assistant	cc		cc		Common Category
23.	Draughtsman Gr.III	12	22460-66330	12	34580-107210	
24.	Junior Auditor	7	16400-49870	9	28280-89720	On par with Junior Auditor of State Audit Dept
25.	Junior Steno	cc		cc		Common Category
26.	Typist	cc		cc		Common Category
27.	Junior Assistant	cc		cc		Common Category
28.	Recorder	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	Skilled Operator	6	15460-47330	6	23780-76730	
30.	Driver	cc		cc		Common Category
31.	Shroff	cc		cc		Common Category
32.	Record Assistant	cc		cc		Common Category
33.	Roneo Operator	cc		cc		Common Category
34.	Maistry	3	13780-42490	3	21200-65360	
35.	Dafedar	cc		cc		Common Category
36.	Office Subordinate	cc		cc		Common Category
37.	Lab. Attender	1	13000-40270	1	20000-61960	
38.	Watchman	cc		cc		Common Category
39.	Farrash	cc		cc		Common Category
40.	Attender-cum-Wachman	1	13000-40270	1	20000-61960	

11.(d). HORTICULTURE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director/ Commissioner					Cadre Post
2.	Joint Commissioner					Cadre Post
3.	Additional Director	28	61450-105810	28	94500-170580	
4.	Joint Director	26	52590-103290	26	80910-166680	
5.	Deputy Director	24	46060-98440	24	70850-158880	
6.	Assistant Director	22	40270-93780	22	61960-151370	
7.	Analyst	20	35120-87130	20	54060-140540	
8.	Horticultural Officer	20	35120-87130	20	54060-140540	
9.	Administrative Officer	18	29760-80930	20	54060-140540	
10.	Superintendent	cc		cc		Common Category
11.	Special Category Steno	cc		cc		Common Category
12.	Statistical Assistant	17	28940-78910	18	45830-130580	On par with Deputy Statistical Officer of E&S Dept
13.	Senior Co- operative Inspector	16	26600-77030	16	40970-124380	
14.	Store Clerk (formerly Store Keeper)	12/1	22460-66330 (for promotion from Junior Assistant Cadre) / 13000-40270 (Others)	14/1	37640-115500 (for promotees from Junior Assistant Cadre)/ 20000-61960 (Others)	
15.	Senior Assistant	cc		cc		Common Category
16.	Upper Division Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Junior Assistant	cc		cc		Common Category
18.	Junior Steno	cc		cc		Common Category
19.	Typist	cc		cc		Common Category
20.	Telephone Operator	cc		cc		Common Category
21.	Senior Driver	cc		Cc		Common Category
22.	Sub-Assistant, Grade-II	7	16400-49870	7	25220-80910	
23.	Truck Driver	6	15460-47330	6	23780-76730	
24.	Driver (LV)	cc		Cc		Common Category
25.	Auto Driver (L.V)	cc		Cc		Common Category
26.	Record Assistant	cc		Cc		Common Category
27.	Field Assistant	2	13390-41380	2	20600-63660	
28.	Lab. Attender	1	13000-40270	1	20000-61960	
29.	Office Subordinate	cc		Cc		Common Category
30.	Mali	cc		Cc		Common Category
31.	Watchman	cc		Cc		Common Category
32.	Messenger	1	13000-40270	1	20000-61960	
33.	Attender (Polinator)	1	13000-40270	1	20000-61960	
34.	Permanent Mazdoor	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
35.	Mazdoor Daily Wage	1	13000-40270	1	20000-61960	
GARDENS WING						
1.	Deputy Director	24	46060-98440	24	70850-158880	
2.	Deputy Director (Technical)	24	46060-98440	24	70850-158880	
3.	Assistant Director (Technical)	22	40270-93780	22	61960-151370	
4.	Superintendent	cc		Cc		Common Category
5.	Supervisor, Gr.I	17	28940-78910	17	44570-127480	
6.	Senior Assistant	cc		Cc		Common Category
7.	Supervisor, Gr-II	11	21230-63010	11	32670-101970	
8.	Junior Assistant	cc		Cc		Common Category
9.	Typist	cc		Cc		Common Category
10.	Mechanic	8/6	17890-53590 (P)/ 15460-47330 (FE)	8/6	27500-87480 (P)/ 23780-76730 (FE)	
11.	Fitter	8/3	17890-53590 (P)/ 13780-42490 (FE)	8/3	27500-87480 (P)/ 21200-65360 (FE)	
12.	Tractor Driver	8	17890-53950	8	27500-87480	
13.	Senior Driver	cc		Cc		Common Category
14.	Supervisor Gr-III	7	16400-49870	7	25220-80910	
15.	Horticulture Extension Officer (formerly Sub-Assistants)	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Tempo Driver	6	15460-47330	6	23780-76730	
17.	Head Mali	cc		Cc		Common Category
18.	Head Malan	cc		Cc		Common Category
19.	Mali	cc		Cc		Common Category
20.	Malan	cc		Cc		Common Category
21.	Watchman	cc		Cc		Common Category
22.	Office Subordinate	cc		Cc		Common Category
ACCOUNTS BRANCH						
1.	Accounts Officer	22	40270-93780	22	61960-151370	On par with Accounts Officer, T&A Dept
2.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	On par with Asst. Accounts Officer, T&A Dept
3.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with Junior Accounts Officer, T&A Dept
4.	Senior Accountant	cc		Cc		Common Category
5.	Junior Accountant	cc		Cc		Common Category
REDEPLOYED EMPLOYEES OF HYDERABAD ALLWYAN LIMITED						
1.	Supervisor	13	23100-67990	13	35570-109910	
2.	Worker	10	19500-58330	10	29980-94500	
3.	Worker	5	15030-46060	5	23120-74770	
4.	Worker	4	14600-44870	4	22460-72810	
5.	Worker	2	13390-41380	2	20600-63660	

11. (e). SERICULTURE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Director	28	61450-105810	28	94500-170580	
3.	Joint Director	26	52590-103290	26	80910-166680	
4.	Deputy Director	24	46060-98440	24	70850-158880	
5.	Assistant Director (Sericulture)	22	40270-93780	22	61960-151370	
6.	Assistant Director (Non-Technical)	22	40270-93780	22	61960-151370	
7.	Sericulture Officer (formerly Inspector of Sericulture)	20	35120-87130	20	54060-140540	
8.	Boiler Mechanic	18/8	29760-80930 (as personal to those who were recruited as Boiler Mechanics with Diploma qualification prior to amendment of Service Rules) / 17890-53950 (Others)	18/8	45830-130580 (as personal to those who were recruited as Boiler Mechanics with Diploma qualification prior to amendment of Service Rules) / 27500-87480 (Others)	
9.	Superintendent	cc		cc		Common Category
10.	Accountant	cc		cc		
11.	Assistant Sericulture Officer (Formerly Assistant Inspector of Sericulture)	17	28940-78910	18	45830-130580	
12.	Special Category Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Senior Assistant	cc		cc		Common Category
14.	Upper Division Steno / Senior Steno	cc		cc		Common Category
15.	Technical Officer (Formerly known as Farm Foreman-II)	12	22460-66330	14	37640-115500	
16.	Lower Division Steno	cc		cc		Common Category
17.	Junior Assistant	cc		cc		Common Category
18.	Lower Division Clerk -cum-Typist	cc		cc		Common Category
19.	Lower Division Typist	cc		cc		Common Category
20.	Electrician	8/3	17890-53950 (P)/ 13780-42490 (FE)	8/3	27500-87480 (P)/ 21200-65360 (FE)	
21.	Wireman	8/4	17890-53950 (for qualified as per service rules)/ 14600-44870 (FE)	8/4	27500-87480 (for qualified as per service rules)/ 22460-72810 (FE)	
22.	Wireman-cum-Fitter	8/4	17890-53950 (for qualified as per service rules)/ 14600-44870 (FE)	8/4	27500-87480 (for qualified as per service rules)/ 22460-72810 (FE)	
23.	Senior Driver/Driver	cc		cc		
24.	Driver	6	15460-47330	6	23780-76730	
25.	Sericulture Demonstrator	6	15460-47330	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
26.	Technical Assistant (Formerly known as Operative)	6	15460-47330	6	23780-76730	
27.	Roneo Operator	cc		cc		Common Category
28.	Record Assistant	cc		cc		Common Category
29.	Jamedar	cc		cc		Common Category
30.	Office Subordinate	cc		cc		Common Category
31.	Attender -cum- Watchman	cc		cc		
32.	Watchman	cc		cc		Common Category
33.	Sweeper	cc		cc		Common Category
34.	Watchman / Watch and Ward	cc		cc		

11. (f). AGRICULTURAL MARKET COMMITTEES

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Executive Engineer	25	49870-100770	25	76730-162780	
2.	Secretary (Selection Grade)	24	46060-98440	24	70850-158880	
3.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
4.	Secretary (Special Grade)	21	37100-91450	21	57100-147760	
5.	Secretary Grade-I	19	31460-84970	19	48440-137220	
6.	Engineering Supervisor	19	31460-84970	19	48440-137220	
7.	Assistant Engineer	19	31460-84970	19	48440-137220	
8.	Secretary Grade-II	17	28940-78910	18	45830-130580	
9.	Superintendent	17	28940-78910	17	44570-127480	
10.	Secretary Grade-III	14	24440-71510	15	38720-118390	
11.	Assistant Secretary	12	22460-66330	13	35570-109910	
12.	Accountant	12	22460-66330	12	34580-107210	
13.	Senior Assistant	12	22460-66330	12	34580-107210	
14.	Supervisor	11	21230-63010	12	34580-107210	
15.	Junior Assistant	7	16400-49870	7	25220-80910	
16.	Typist	7	16400-49870	7	25220-80910	
17.	Bid Clerk	7	16400-49870	7	25220-80910	
18.	Grader	7	16400-49870	7	25220-80910	
19.	Assistant Market Supervisor	7	16400-49870	7	25220-80910	
20.	Driver (L.V)	6	15460-47330	6	23780-76730	
21.	Junior Market Supervisor (Formerly known as Maistry)	5	15030-46060	5	23120-74770	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
22.	Watchman (Chowkidar)	1	13000-40270	1	20000-61960	
23.	Office Subordinate	1	13000-40270	1	20000-61960	

12. ANIMAL HUSBANDRY, DAIRY DEVELOPMENT & FISHERIES DEPARTMENT

12.(a). ANIMAL HUSBANDRY DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	31	80930-110850	31	124380-179000	
2.	Additional Director (AH)	29	66330-108330	29	101970-174790	
3.	Joint Director (AH)	27	56870-105810	27	87480-170580	
4.	Joint Director (AH) (Statistics)	26	52590-103290	26	80910-166680	
5.	Joint Director (Administration) (Special Grade Deputy Collector)	26	52590-103290	26	80910-166680	
6.	Deputy Director (AH)	25	49870-100770	25	76730-162780	
7.	Deputy Director (AH) (Statistics)	25	49870-100770	25	76730-162780	
8.	Assistant Director (AH)	22	40270-93780	23	65360-154980	
9.	Assistant Director (Statistics)	22	40270-93780	23	65360-154980	
10.	Lecturer (AD, AH Cadre)	22	40270-93780	23	65360-154980	
11.	Superintendent (AD, AH Cadre)	22	40270-93780	23	65360-154980	
12.	Civil Assistant Surgeon	22	40270-93780	22	61960-151370	
13.	Accounts Officer	22	40270-93780	22	61960-151370	
14.	Additional Assistant Engineer	21	37100-91450	21	57100-147760	
15.	Veterinary Assistant Surgeon	20	35120-87130	21	57100-147760	
16.	Geneticist (VAS cadre)	20	35120-87130	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Exhibition Assistant (VAS cadre)	20	35120-87130	21	57100-147760	
18.	Assistant Lecturer (VAS cadre)	20	35120-87130	21	57100-147760	
19.	Veterinary Assistant Surgeon (Fodder)	20	35120-87130	21	57100-147760	
20.	Assistant Project Officer (VAS Cadre)	20	35120-87130	21	57100-147760	
21.	Administrative Officer	20	35120-87130	21	57100-147760	
22.	Agriculture Officer	20	35120-87130	20	54060-140540	
23.	Senior Entomologist	19	31460-84970	19	48440-137220	
24.	Refrigeration Engineer	19	31460-84970	19	48440-137220	
25.	Gazetted Office Manager	18	29760-80930	19	48440-137220	
26.	Veterinary Livestock Officer	18	29760-80930	19	48440-137220	
27.	Assistant Registrar of Cooperative Societies (Gazetted) (Formerly known as Co-Operative Sub- Registrar)	18	29760-80930	18	45830-130580	
28.	Office Superintendent	cc		cc		Common Category
29.	Statistical Investigator	17	28940-78910	18	45830-130580	On par with Deputy Statistical Officer, E&S Dept
30.	Co-op. Senior Inspector	16	26600-77030	16	40970-124380	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Inspector (Sample Survey) (JVO Cadre)	15	25140-73270	16	40970-124380	
32.	Junior Veterinary Officer	15	25140-73270	16	40970-124380	
33.	Statistical Computer	12	22460-66330	15	38720-118390	
34.	Research Chemist	13	23100-67990	14	37640-115500	On par with Chemist, in Agrl. Marketing Dept.
35.	Dairy Extension Assistant	12	22460-66330	14	37640-115500	On par with Livestock Asistant
36.	Livestock Assistant	12	22460-66330	14	37640-115500	
37.	Senior Assistant	cc		cc		Common Category
38.	Store Keeper (Senior Assistant Cadre)	cc		cc		Common Category
39.	Senior Stenographer	cc		cc		Common Category
40.	Radiographer	12	22460-66330	13	35570-109910	On par with Radiographer, M&H Dept
41.	Pharmacist	11	21230-63010	13	35570-109910	On par with Pharmacist, M&H Dept
42.	Veterinary Assistant / Veterinary Vaccinator	10	19500-58330	12	34580-107210	
43.	Laboratory Assistant (V.A. cadre)	10	19500-58330	12	34580-107210	
44.	Enumerator (Veterinary Assistant Cadre/Sample Survey)	10	19500-58330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
45.	Lab-Technician	11/4	21230-63010 (P) 14600-44870 (FE)	11/4	32670-101970 (P)/ 22460-72810 (FE)	
46.	Plant Operator (Liquid Nitrogen Plant)	11	21230-63010	11	32670-101970	
47.	Computer Operator	11	21230-63010	11	32670-101970	
48.	Junior Assistant	cc		cc		Common Category
49.	Store Keeper (Junior Assistant Cadre)	cc		cc		Common Category
50.	Typist	cc		cc		Common Category
51.	Junior Assistant- cum-Typist	cc		cc		Common Category
52.	Typist-cum-Clerk	cc		cc		Common Category
53.	Junior Stenographer	cc		cc		Common Category
54.	Film Operator	cc		cc		Common Category
55.	Electrician	8/3	17890-53950 (P)/ 13780-42490 (FE)	8/3	27500-87480 (P)/ 21200-65360 (FE)	
56.	Refrigerator-cum- Compressor- Mechanic	8	17890-53950	8	27500-87480	
57.	Driver (Heavy vehicle)	cc		cc		Common Category
58.	Village Development Officer	8	17890-53950	8	27500-87480	
59.	Librarian	7	16400-49870	7	25220-80910	
60.	Field Man	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
61.	Field Assistant	7	16400-49870	7	25220-80910	
62.	Lab Attender (VBRI)	7	16400-49870	7	25220-80910	
63.	Driver (Light Vehicle)	cc		cc		Common Category
64.	Record Assistant	cc		cc		Common Category
65.	Plant Technician (LN2)	4	14600-44870	4	22460-72810	
66.	Flock Man	3	13780-42490	3	21200-65360	
67.	Office Subordinate	cc		cc		Common Category
68.	Pig Attendant	1	13000-40270	1	20000-61960	
69.	Gurka-cum-Watchman	1	13000-40270	1	20000-61960	
70.	Animal Attendant	1	13000-40270	1	20000-61960	
71.	Grazer	1	13000-40270	1	20000-61960	
72.	Watchman	cc		cc		Common Category

12. (b). FISHERIES DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Director / Principal SIFT, Kakinada.	28	61450-105810	28	94500-170580	
3.	Joint Director	26	52590-103290	26	80910-166680	
4.	Executive Engineer	25	49870-100770	25	76730-162780	
5.	Deputy Director	24	46060-98440	24	70850-158880	
6.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
7.	Accounts Officer	22	40270-93780	22	61960-151370	
8.	Assistant Director / Lecturer	21	37100-91450	22	61960-151370	
9.	Deputy Registrar (Co-Op)	21	37100-91450	21	57100-147760	
10.	Assistant Director (Statistics)	21	37100-91450	21	57100-147760	
11.	P.A. to Director / AD (Admn)	21	37100-91450	21	57100-147760	
12.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
13.	Fisheries Development Officer	18	29760-80930	20	54060-140540	
14.	Assistant Engineer	19	31460-84970	19	48440-137220	
15.	Assistant Registrar	18	29760-80930	18	45830-130580	
16.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with Junior Accounts Officer, T&A Dept.
17.	Superintendent / Commercial Accountant	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Hydrologist	16	26600-77030	16	40970-124380	
19.	Research Assistant	16	26600-77030	16	40970-124380	
20.	Senior Inspector (Formerly Senior Coop. Inspector)	16	26600-77030	16	40970-124380	
21.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	On par with same category in E&S Dept
22.	Draughtsman	14	24440-71510	14	37640-115500	
23.	Senior Accountant	cc		Cc		Common Category
24.	Upper Division Steno/ Senior Steno	cc		Cc		Common Category
25.	Senior Assistant	cc		Cc		Common Category
26.	Junior Inspector (Co-op)	12	22460-66330	14	37640-115500	On par with same category in Co- op. Dept
27.	Assistant Inspector of Fisheries	11	21230-63010	14	37640-115500	
28.	Bosan	10	19500-58330	10	29980-94500	
29.	Driver (Mechanised Boat)	9	18400-55410	9	28280-89720	
30.	Headmaster	9	18400-55410	9	28280-89720	
31.	Assistant Teacher	9	18400-55410	9	28280-89720	
32.	Junior Accountant	cc		Cc		Common Category
33.	Typist	cc		Cc		Common Category
34.	Junior Assistant	cc		Cc		Common Category
35.	Telephone Operator	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
36.	Mechanical Instructor	8 / 6	17890-53950 (P)/ 15460-47330 (FE)	8 / 6	27500-87480 (P)/ 23780-76730 (FE)	
37.	Fisheries Overseer	7	16400-49870	7	25220-80910	
38.	Driver	cc		Cc		Common Category
39.	Record Assistant	cc		Cc		Common Category
40.	Fieldman	5	15030-46060	6	23780-76730	
41.	Fishery Guard	5	15030-46060	6	23780-76730	
42.	Petty Yard Officer	5	15030-46060	6	23780-76730	
43.	Gear Technician	4	14600-44870	4	22460-72810	
44.	Jamedar	cc		Cc		Common Category
45.	Boat Driver	4	14600-44870	4	22460-72810	
46.	Field Watcher	4	14600-44870	4	22460-72810	
47.	Lab. Attender	3	13780-42490	3	21200-65360	
48.	Fisherman	3	13780-42490	3	21200-65360	
49.	Worker (Technical)	3	13780-42490	3	21200-65360	
50.	Laskar	2	13390-41380	2	20600-63660	
51.	Office Subordinate	cc		Cc		Common Category
52.	Watchman	cc		Cc		Common Category
53.	Aquarium Boy	1	13000-40270	1	20000-61960	
54.	Sweeper	cc		Cc		Common Category
55.	Masalchi	1	13000-40270	1	20000-61960	

13. BACKWARD CLASSES WELFARE DEPARTMENT
13. (a). BACKWARD CLASSES WELFARE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director / Commissioner					Cadre Post
2.	Additional Director	29	66330-108330	29	101970-174790	
3.	Joint Director	26	52590-103290	26	80910-166680	
4.	Deputy Director	24	46060-98440	24	70850-158880	
5.	Accounts Officer	22	40270-93780	22	61960-151370	
6.	District Backward Classes Welfare Officer	21	37100-91450	21	57100-147760	
7.	Assistant Director	21	37100-91450	21	57100-147760	
8.	Publicity & Statistical Officer	19	31460-84970	19	48440-137220	
9.	Assistant B.C. Welfare Officer	19	31460-84970	19	48440-137220	
10.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept
11.	Superintendent	cc		cc		Common Category
12.	Statistical Assistant	17	28940-78910	18	45830-130580	On par with same category in E&S Dept
13.	Hostel Welfare Officer Gr-I (former Warden/ Matron Gr-I)	16	26600-77030	17	44570-127480	
14.	Hostel Welfare Office Gr-II (former Warden/Matron Grade-II)	14	24440-71510	15	38720-118390	
15.	Senior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Senior Accountant	cc		cc		Common Category
17.	Librarian Gr.II	9	18400-55410	9	28280-89720	
18.	Junior Assistant	cc		cc		Common Category
19.	Junior Accountant	cc		cc		Common Category
20.	Junior Steno	cc		cc		Common Category
21.	Junior Asst.-cum-Typist	cc		cc		Common Category
22.	Typist	cc		cc		Common Category
23.	Instructor	7	16400-49870	7	25220-80910	
24.	Driver	cc		cc		Common Category
25.	Record Assistant	cc		cc		Common Category
26.	Cook	2	13390-41380	2	20600-63660	
27.	Dafedar	cc		cc		Common Category
28.	Office Subordinate (Attender)	cc		cc		Common Category
29.	Watchman	1	13000-40270	1	20000-61960	
30.	Sweeper	cc		cc		Common Category
EMPLOYEES REDEPLOYED FROM ERSTWHILE HYDERABAD ALLWYN LTD.						
31.	Supervisor	11	21230-63010	11	32670-101970	
32.	Workmen	3	13780-42490	3	21200-65360	
33.	Workmen (Unskilled)	3	13780-42490	3	21200-65360	
34.	Workmen (Construction)	1	13000-40270	1	20000-61960	

13. (b). A.P. COMMISSION FOR BACKWARD CLASSES

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Member Secretary (in the cadre of Additional /Joint Secretary to Government or Additional Director (Directorate))	32/ 30/ 29	87130-110850 73270-108330 66330-108330	32/ 30/ 29	133900-179000 112610-174790 101970-174790	As applicable to the post held in the parent department
2.	Assistant Secretary	24	46060-98440	24	70850-158880	
3.	Section Officers	21	37100-91450	21	57100-147760	
4.	Senior Accountant / Junior Accountant	cc		Cc		Common Category
5.	Private Secretary / Senior Stenographer	21/ cc	37100-91450	21/ Cc	57100-147760	Common Category
6.	Personal Assistant/ Junior Stenographer	16/ cc	26600-77030	16/ Cc	40970-124380	Common Category
7.	Data Processing Assistant					Out sourcing
8.	Office Subordinate					Out sourcing

Sanctioned vide G.O. Ms. No.67, Finance (HR-II) Department, Dated:30.04.2016.

14. CONSUMER AFFAIRS, FOOD AND CIVIL SUPPLIES DEPARTMENT

14. (a). CIVIL SUPPLIES DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner of Civil Supplies					Cadre Post
2.	Director of Civil Supplies					Cadre Post
3.	Chief Rationing Officer					Cadre Post
4.	Additional Director	28	61450-105810	28	94500-170580	
5.	Joint Director	26	52590-103290	26	80910-166680	
6.	Deputy Director	22	40270-93780	22	61960-151370	
7.	District Supply Officer	22	40270-93780	22	61960-151370	
8.	Assistant Supply Officer	20	35120-87130	20	54060-140540	
9.	Assistant Grain Purchasing Officer	20	35120-87130	20	54060-140540	
10.	Assistant Director (Formerly Check Post Tahsildar)	20	35120-87130	20	54060-140540	
11.	Deputy Tahsildar (Check Post)	17	28940-78910	18	45830-130580	
12.	Deputy Tahsildar (Public Distribution System)	17	28940-78910	18	45830-130580	
13.	Grain Purchasing Assistant	17	28940-78910	18	45830-130580	On par with Deputy Tahsildar
14.	Deputy Tahsildar (Enforcement)	17	28940-78910	18	45830-130580	
15.	Superintendent	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Deputy Statistical Officer (Price Control Cell)	17	28940-78910	18	45830-130580	On par with same category in E&S Dept.
17.	Assistant Statistical Officer (formerly known as Statistical Assistant)	14	24440-71510	15	38720-118390	On par with same category in E&S Dept.
18.	Senior Assistant	cc		cc		Common Category
19.	Senior Checking Inspector	12	22460-66330	14	37640-115500	On par with Senior Assistant in 'Common Category'
20.	Upper Division Revenue Inspector	12	22460-66330	14	37640-115500	
21.	Upper Division Stenographer	cc		cc		Common Category
22.	Head Constable (Anti Smuggling Squad)	11	21230-63010	12	34580-107210	Drafted from Police Department
23.	Head Constable (Mobile Checkposts)	11	21230-63010	12	34580-107210	Drafted from Police Department
24.	Junior Assistant	cc		cc		Common Category
25.	Junior Checking Inspector	7	16400-49870	9	28280-89720	On par with Junior Assistant in 'Common Category'
26.	Junior Enquiry Inspector	7	16400-49870	9	28280-89720	Do
27.	Typist	cc		cc		Common Category
28.	Police Constable (Anti Smuggling Squad)	7	16400-49870	8	27500-87480	Drafted from Police Department

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	Driver (L.V)	cc		cc		Common Category
30.	Record Assistant	cc		cc		Common Category
31.	Roneo Operator	cc		cc		Common Category
32.	Jamedar	cc		cc		Common Category
33.	Dafedar	cc		cc		Common Category
34.	Chowkidar/Watchman	cc		cc		Common Category
35.	Sweeper	cc		cc		Common Category
36.	Office Subordinate (formerly Attender)	cc		cc		Common Category
37.	Cycle Orderly	cc		cc		Common Category

14. (b). LEGAL METROLOGY DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Controller					Cadre Post
2.	Joint Comptroller (formerly Regional Deputy Comptroller)	24	46060-98440	24	70850-158880	
3.	Deputy Comptroller (formerly Assistant Comptroller)	21	37100-91450	22	61960-151370	
4.	Assistant Accounts Officer (Head Office)	20	35120-87130	20	54060-140540	On par with same category in T&A Dept
5.	Assistant Controller (formerly District Inspector)	19	31460-84970	19	48440-137220	
6.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept
7.	Superintendent	cc		cc		Common Category
8.	Inspector	17	28940-78910	18	45830-130580	
9.	Senior Accountant	cc		cc		Common Category
10.	Senior Assistant	cc		cc		Common Category
11.	Senior Stenographer	cc		cc		Common Category
12.	Senior Technical Assistant (Maistry)	10	19500-58330	10	29980-94500	
13.	Junior Accountant	cc		cc		Common Category
14.	Junior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Typist	cc		cc		Common Category
16.	Junior Steno	cc		cc		Common Category
17.	Driver	cc		cc		Common Category
18.	Shroff	cc		cc		Common Category
19.	Record Assistant	cc		cc		Common Category
20.	Technical Assistant (Manual Assistant)	3	13780-42490	3	21200-65360	
21.	Office Subordinate (formerly Attender)	cc		cc		Common Category
22.	Watchman/ Chowkidar	cc		cc		Common Category

**14. (c). ANDHRA PRADESH STATE CONSUMER DISPUTES AND
REDRESSAL COMMISSION**

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar (in the rank of District and Sessions Judge)					Not in Commission's Purview
2.	Assistant Registrar-cum-P.S. to Hon'ble President	24	46060-98440	24	70850-158880	
3.	Assistant Registrar (Admn.)	24	46060-98440	24	70850-158880	
4.	Assistant Registrar (Judicial)	24	46060-98440	24	70850-158880	
5.	P.A. to President	21	37100-91450	21	57100-147760	
6.	Court Master	21	37100-91450	21	57100-147760	
7.	Court Officer	21	37100-91450	21	57100-147760	
8.	Section Officer	21	37100-91450	21	57100-147760	
9.	Assistant Section Officer	16	26600-77030	16	40970-124380	
10.	Junior Assistant- cum-Typist	Cc		Cc		Common Category
11.	Steno-cum-Typist	Cc		Cc		Common Category
12.	P.A. to Registrar	7	16400-49870	9	28280-89720	On par with Junior Assistant in 'Common Category'
13.	Driver	Cc		Cc		Common Category
14.	Xerox Operator- cum-Roneo Operator	Cc		Cc		Common Category
15.	Record Assistant	Cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Office Subordinate	Cc		Cc		Common Category
17.	Sweeper-cum-Scavenger	1	13000-40270	1	20000-61960	
18.	Watchman	Cc		cc		Common Category
<u>DISTRICT FORUMS</u>						
1.	Sheristadar/ Head Assistant/ Head Clerk	17	28940-78910	18	45830-130580	On par with Superintendent under Common Category
2.	Bench Clerk/ Senior Assistant	12	22460-66330	14	37640-115500	On par with Senior Assistant under Common Category
3.	Junior Stenographer	cc		cc		Common Category
4.	Junior Assistant	cc		cc		Common Category
5.	Typist	cc		cc		Common Category
6.	Office Subordinate	cc		cc		Common Category
7.	Sweeper-cum-Chowkidar	1	13000-40270	1	20000-61960	

15. ENERGY DEPARTMENT

15. (a). DIRECTOR OF ELECTRICAL SAFETY AND CHIEF ELECTRICAL INSPECTOR

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Electrical Safety and Chief Electrical Inspector	31	80930-110850	31	124380-179000	
2.	Deputy Chief Electrical Inspector	28	61450-105810	29	101970-174790	
3.	Electrical Inspector	25	49870-100770	25	76730-162780	
4.	Deputy Electrical Inspector (formerly Asst. Elec. Inspector)	23	42490-96110	23	65360-154980	
5.	Accounts Officer	22	40270-93780	22	61960-151370	
6.	Assistant Electrical Inspector (Formerly Junior Engineer)	21	37100-91450	21	57100-147760	
7.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
8.	Superintendent	cc		cc		Common Category
9.	Special Category Steno	cc		cc		Common Category
10.	Senior Assistant	cc		cc		Common Category
11.	Tester Gr-II	11	21230-63010	11	32670-101970	
12.	Junior Assistant	cc		cc		Common Category
13.	Lower Division Steno	cc		cc		Common Category
14.	Typist	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Electrician Gr. II	8/4	17890-53950 (P)/ 14600-44870 (FE)	8/4	27500-87480 (P)/ 22460-72810 (FE)	
16.	Driver (L.V.)	cc		cc		Common Category
17.	Record Assistant	cc		cc		Common Category
18.	Office Subordinate	cc		cc		Common Category
19.	Watchman	cc		cc		Common Category

16. ENVIRONMENT, FORESTS, SCIENCE AND TECHNOLOGY DEPARTMENT

16. (a). FOREST DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Principal Chief Conservator of Forest					Cadre Post
2.	Additional Principal Chief Conservator of Forest					Cadre Post
3.	Chief Conservator of Forest					Cadre Post
4.	Conservator of Forest (Including Field Director, Project Tiger, Srisailam)					Cadre Post
5.	Deputy Conservator of Forest I.F.S. (G)					Cadre Post
6.	Assistant Chief Conservator of Forest					Cadre Post
7.	Forest Utilization Officer (Deputy Conservator of Forest)					Cadre Post
8.	Curator (Deputy Conservator of Forest)					Cadre Post
9.	Deputy Conservator of Forest	26	52590-103290	26	80910-166680	
10.	Deputy Director (Veterinary/AH)	25	49870-100770	25	76730-162780	
11.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
12.	Dy. Executive Engineer	23	42490-96110	23	65360-154980	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Assistant Director (AH)	22	40270-93780	23	65360-154980	
14.	Assistant Director (Agriculture)	22	40270-93780	22	61960-151370	
15.	Assistant Conservator of Forest (DFO)	22	40270-93780	22	61960-151370	
16.	Curator (ACF)	22	40270-93780	22	61960-151370	
17.	Accounts Officer	22	40270-93780	22	61960-151370	
18.	P.S.to Prl .Chief Conservator of Forest	21	37100-91450	21	57100-147760	
19.	Veterinary Assistant Surgeon	20	35120-87130	21	57100-147760	
20.	Veterinary Officer (AH)	20	35120-87130	21	57100-147760	Deputed from A.H. Dept
21.	Agriculture Officer	20	35120-87130	20	54060-140540	
22.	Gazetted Asst. (Technical)	20	35120-87130	20	54060-140540	
23.	Computer Programmer	19	31460-84970	19	48440-137220	
24.	Research Assistant	19	31460-84970	19	48440-137220	
25.	Gazetted Assistant(NT)	19	31460-84970	19	48440-137220	
26.	Head Draughtsman	19	31460-84970	19	48440-137220	
27.	Draughtsman-Gr.I	19	31460-84970	19	48440-137220	
28.	Range Officer	19	31460-84970	19	48440-137220	
29.	Assistant Curator (Range Officer)	19	31460-84970	19	48440-137220	
30.	Manager (PCCF/Circle)	17	28940-78910	18	45830-130580	On par with Superintendent
31.	Special Category Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
32.	Superintendent	cc		cc		Common Category
33.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	On par with same category in E&S Dept
34.	Soil Chemist/A.E(SC)	17	28940-78910	17	44570-127480	
35.	Deputy Range Officer	16	26600-77030	17	44570-127480	
36.	Lecturer/Instructor	16	26600-77030	16	40970-124380	
37.	Junior Veterinary Officer	15	25140-73270	16	40970-124380	Deputation from A.H. Dept
38.	Assistant Librarian	13	23100-67990	14	37640-115500	On par with Assistant Librarian Grade-II, Public Libraries Dept
39.	Senior Assistant/Accountant	cc		cc		Common Category
40.	Sub-Assistant Gr.I	12	22460-66330	14	37640-115500	On par with Agrl Extension Officer Gr-II
41.	Upper Division Steno	cc		cc		Common Category
42.	Live Stock Assistant	12	22460-66330	14	37640-115500	Deputation from A.H. Dept
43.	Artist-cum-Caretaker	13	23100-67990	13	35570-109910	
44.	Draughtsman Gr.II	12	22460-66330	12	34580-107210	
45.	Veterinary Assistant					On deputation from A&H Dept
46.	Artist-cum-Photographer/Photographer	11	21230-63010	11	32670-101970	
47.	Wireless Operator	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
48.	Forest Section Officer (formerly known as Forester)	11	21230-63010	11	32670-101970	
49.	Technical Assistant (Forester)	11	21230-63010	11	32670-101970	
50.	Physical Training Instructor	9	18400-55410	9	28280-89720	
51.	Lower Division Steno/Steno-Typist/ Junior Assistant-cum-Typist/ Junior Assistant-cum-Steno	cc		cc		Common Category
52.	Junior Assistant	cc		cc		Common Category
53.	Typist	cc		cc		Common Category
54.	Telephone Operator	cc		cc		Common Category
55.	Store Keeper Gr.III	cc		cc		Common Category
56.	Mechanic	8/5	17890-53950 (P) 15030-46060 (FE)	8/5	27500-87480 (P)/ 23120-74770 (FE)	
57.	Electrician	8/3	17890-53950 (P) 13780-42490 (FE)	8/3	27500-87480 (P)/ 21200-65360 (FE)	
58.	Plumber	8/3	17890-53950 (P) 13780-42490 (FE)	8/3	27500-87480 (P)/ 21200-65360 (FE)	
59.	Mason	8/3	17890-53950 (P) 13780-42490 (FE)	8/3	27500-87480 (P)/ 21200-65360 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
60.	Fitter	8/3	17890-53950 (P) 13780-42490 (FE)	8/3	27500-87480 (P)/ 21200-65360 (FE)	
61.	Projectionist	8	17890-53950	8	27500-87480	
62.	Park Supervisor	8	17890-53950	8	27500-87480	
63.	Garden Supervisor	8	17890-53950	8	27500-87480	
64.	Lorry/Tractor Driver (H.V)	cc		cc		Common Category
65.	Keeper (Lion)	7	16400-49870	7	25220-80910	
66.	Tracer	7	16400-49870	7	25220-80910	
67.	Sub-Assistant Gr.II/ Assistant Extension Officer	7	16400-49870	7	25220-80910	
68.	Booking Clerk	7	16400-49870	7	25220-80910	
69.	Zoo Sergeant	7	16400-49870	7	25220-80910	
70.	Forest Beat Officer (formerly known as Forest Guard)	7	16400-49870	7	25220-80910	
71.	Driver (L.V.)	cc		cc		Common Category
72.	Blacksmith	5 / 4	15030-46060 (P)/ 14600-44870 (FE)	5 / 4	23120-74770 (P)/ 22460-72810 (FE)	
73.	Carpenter	5 / 3	15030-46060 (P)/ 13780-42490 (FE)	5 / 3	23120-74770 (P)/ 21200-65360 (FE)	
74.	Caretaker	5	15030-46060	5	23120-74770	
75.	Swimming Pool Supervisor	5	15030-46060	5	23120-74770	
76.	Head Animal Keeper	5	15030-46060	5	23120-74770	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
77.	Record Assistant	cc		cc		Common Category
78.	Roneo Operator	cc		cc		Common Category
79.	Assistant Beat Officer (formerly known as Reserve Watcher (Forest Watcher)/ Reserve Watcher-cum-Cook/ Bird Watcher)	5	15030-46060	5	23120-74770	
80.	Research Tech. Assistant (Forest Guard-Lab)	4	14600-44870	4	22460-72810	
81.	Tramline Foreman	4	14600-44870	4	22460-72810	
82.	Treasury Guard	4	14600-44870	4	22460-72810	
83.	Boat Driver	4	14600-44870	4	22460-72810	
84.	Jamedar	cc		cc		Common Category
85.	Zoo Attendent (Redesignated as Animal Keeper)	4	14600-44870	4	22460-72810	
86.	Thanedar	3/2	13780-42490 (P)/ 13390-41380 (FE)	3/2	21200-65360 (P)/ 20600-63660 (FE)	
87.	Head Mali	cc		cc		Common Category
88.	Chainman	cc		cc		Common Category
89.	Dafedar	cc		cc		Common Category
90.	Cook	2	13390-41380	2	20600-63660	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
91.	Animal Keeper/ Mahavat	2	13390-41380	2	20600-63660	
92.	Pump Driver/ Pump Operator	1	13000-40270	1	20000-61960	
93.	Traffic Controller	1	13000-40270	1	20000-61960	
94.	Research Field Assistant	1	13000-40270	1	20000-61960	
95.	Office subordinate (Formerly Attender)	cc		cc		Common Category
96.	Malan/Mali	cc		cc		Common Category
97.	Sweeper/Rest House Sweeper	1	13000-40270	1	20000-61960	
98.	Scavenger	cc		cc		Common Category
99.	Watchman	cc		cc		Common Category
100.	Cleaner/ Lorry Cleaner	cc		cc		Common Category
101.	Boat Sarang/ Boat Cleaner	1	13000-40270	1	20000-61960	
102.	Plantation Watcher	1	13000-40270	1	20000-61960	
103.	Bungalow Watcher/ Guest House Watcher	1	13000-40270	1	20000-61960	
104.	Gate Keeper	1	13000-40270	1	20000-61960	
105.	Helper	1	13000-40270	1	20000-61960	
106.	Labourer	1	13000-40270	1	20000-61960	
107.	Silt Khalasi	1	13000-40270	1	20000-61960	
108.	Launch Helper	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
109.	Watcher-cum-Worker	1	13000-40270	1	20000-61960	
110.	Worker	1	13000-40270	1	20000-61960	
111.	Gardener	cc		cc		Common Category
112.	Office Watcher / Night Watchmen / Tappal Watcher	1	13000-40270	1	20000-61960	
113.	Depot Watcher	1	13000-40270	1	20000-61960	
114.	Pool Workers	1	13000-40270	1	20000-61960	
115.	Animal Attendant	1	13000-40270	1	20000-61960	
116.	Barber / Dhobi	1	13000-40270	1	20000-61960	
<u>ALLWYN EMPLOYEES</u>						
1.	Supervisor (C)	11	21230-63010	11	32670-101970	
2.	Worker (Technical)	8	17890-53950	8	27500-87480	
3.	Staff	5	15030-46060	5	23120-74770	
4.	Staff	3	13780-42490	3	21200-65360	
5.	Worker (Technical)	3	13780-42490	3	21200-65360	
6.	Worker (Unskilled)	3	13780-42490	3	21200-65360	
7.	Worker (Consolidated)	1	13000-40270	1	20000-61960	

16. (b). NATIONAL GREEN CORPS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	28	61450-105810	28	94500-170580	
2.	Administrative and Accounts Officer	22	40270-93780	22	61960-151370	

17. FINANCE DEPARTMENT
17.(a). TREASURIES AND ACCOUNTS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	31	80930-110850	31	124380-179000	
2.	Additional Director	29	66330-108330	29	101970-174790	
3.	Joint Director	26	52590-103290	26	80910-166680	
4.	Deputy Director/ Chief Accounts Officer	24	46060-98440	24	70850-158880	
5.	District Treasury Officer/ Accounts Officer/ Assistant Director	22	40270-93780	22	61960-151370	
6.	Assistant Treasury Officer/ Assistant Accounts Officer	20	35120-87130	20	54060-140540	
7.	Junior Accounts Officer/ Sub-Treasury Officer	17	28940-78910	18	45830-130580	
8.	Special Category Steno	cc		cc		Common Category
9.	Senior Accountant/ Upper Division Steno	12	22460-66330	14	37640-115500	
10.	Junior Accountant /Lower Division Steno/Typist	7	16400-49870	9	28280-89720	
11.	Driver	cc		cc		Common Category
12.	Shroff	cc		cc		Common Category
13.	Record Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Office Subordinate	cc		cc		Common Category
15.	Night Watchman	1	13000-40270	1	20000-61960	
16.	Dafedar	cc		cc		Common Category
17.	Sweeper	cc		cc		Common Category

17. (b). PAY AND ACCOUNTS OFFICE

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Pay & Accounts Officer	29	66330-108330	29	101970-174790	
2.	Joint Pay & Accounts Officer	26	52590-103290	26	80910-166680	
3.	Deputy Pay & Accounts Officer	24	46060-98440	24	70850-158880	
4.	Assistant Pay & Accounts Officer	22	40270-93780	22	61960-151370	
5.	Superintendent	Cc		cc		Common Category
6.	Auditor	12	22460-66330	14	37640-115500	
7.	Assistant Auditor	7	16400-49870	9	28280-89720	
8.	Typist	Cc		cc		Common Category
9.	Driver (LV)	Cc		cc		Common Category
10.	Record Assistant	Cc		cc		Common Category
11.	Daftari	2	13390-41380	2	20600-63660	
12.	Office Subordinate	Cc		cc		Common Category
13.	Sweeper	Cc		cc		Common Category
14.	Scavenger	Cc		cc		Common Category

17. (c). STATE AUDIT DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	30	73270-108330	30	112610-174790	
2.	Additional Director	28	61450-105810	28	94500-170580	
3.	Joint Director	26	52590-103290	26	80910-166680	
4.	Regional Deputy Director/ Deputy Director / Examiner of Accounts	24	46060-98440	24	70850-158880	
5.	District Audit Officer / Audit Officer / Assistant Examiner of Accounts	22	40270-93780	22	61960-151370	
6.	Assistant Audit Officer	20	35120-87130	20	54060-140540	
7.	Senior Auditor	12	22460-66330	14	37640-115500	
8.	Junior Auditor	7	16400-49870	9	28280-89720	
9.	Steno-Typist	cc		cc		Common Category
10.	Typist	cc		cc		Common Category
11.	Record Assistant	cc		cc		Common Category
12.	Office Subordinate (formerly Attender)	cc		cc		Common Category
13.	Night Watchman	1	13000-40270	1	20000-61960	

17. (d). WORKS AND ACCOUNTS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Works Accounts	29	66330-108330	29	101970-174790	
2.	Joint Director of Works Accounts (formerly Director of Accounts)	26	52590-103290	26	80910-166680	
3.	Pay & Accounts Officer/ Chief Accounts Officer	24	46060-98440	24	70850-158880	
4.	Assistant Pay & Accounts Officer/ Accounts Officer	22	40270-93780	22	61960-151370	
5.	Divisional Accounts Officer Grade-I	20	35120-87130	20	54060-140540	
6.	Divisional Accounts Officer Grade-II	18	29760-80930	19	48440-137220	
7.	Superintendent	cc		cc		Common Category
8.	Senior Accountant {formerly Senior Assistant/ Cashier (Sr. Asst.)}	12	22460-66330	14	37640-115500	
9.	Senior Stenographer	cc		cc		Common Category
10.	Junior Accountant (formerly Junior Assistant)	7	16400-49870	9	28280-89720	
11.	Typist	cc		cc		Common Category
12.	Pin Point Machine Operator (PPMO) (Typist)	7	16400-49870	7	25220-80910	
13.	Record Keeper	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Record Assistant / Record Assistant cum Binder	cc		cc		Common Category
15.	Office Subordinate	cc		cc		Common Category
16.	Watchman	cc		cc		Common Category
17.	Watchman-cum- Sweeper	cc		cc		Common Category

17. (e). GOVERNMENT LIFE INSURANCE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	29	66330-108330	29	101970-174790	
2.	Joint Director	26	52590-103290	26	80910-166680	
3.	Deputy Director	24	46060-98440	24	70850-158880	
4.	Assistant Director	21	37100-91450	21	57100-147760	
5.	Superintendent	cc		cc		Common Category
6.	Senior Accountant	12	22460-66330	14	37640-115500	
7.	Junior Accountant	7	16400-49870	9	28280-89720	
8.	Typist	cc		cc		Common Category
9.	Telephone Operator	cc		cc		Common Category
10.	Bradma Operator	8	17890-53950	8	27500-87480	
11.	Driver	cc		cc		Common Category
12.	Cashier	cc		cc		Common Category
13.	Record Assistant	cc		cc		Common Category
14.	Dafedar	cc		cc		Common Category
15.	Office Subordinate	cc		cc		Common Category
16.	Chowkidar	cc		cc		Common Category
17.	Sweeper	cc		cc		Common Category
18.	Scavenger	cc		cc		Common Category

17. (f) ANDHRA PRADESH STATE DIRECTORATE OF REVENUE INTELLIGENCE (APSDRI)

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner/ Special Commissioner					Cadre Post
2.	Joint Director					On Deputation Scale as applicable in parent department
3.	Deputy Director					-do-
4.	Assistant Director					-do-
5.	Deputy Superintendent of Police					-do-
6.	Accounts Officer					-do-
7.	Inspector of Police					-do-
8.	Senior Intelligence Officer					-do-
9.	Intelligence Officer					-do-
10.	Sub-Inspector of Police					-do-
11.	Stenographer or P.A.					-do-
12.	Police Constable					-do-
13.	Senior Assistant	Cc				Common Category
14.	Junior Assistant	Cc				Common Category
15.	Data Entry Operator		15000/- p/m			Outsourcing
16.	Legal advisor/ Cyber/ Banking/Auditing experts					On contract
17.	Office Attendants /Security guards		12000/- p.m.			On outsourcing

18. GENERAL ADMINISTRATION DEPARTMENT

18. (a). ANTI CORRUPTION BUREAU

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director General					Ex-Cadre Post
2.	Director					Cadre Post
3.	Additional Director					Cadre/ Ex-cadre Post
4.	Joint Director					Cadre/ Ex-cadre Post
5.	Chief Legal Advisor	30	73270-108330	30	112610-174790	
6.	Additional Superintendent of Police	26	52590-103290	26	80910-166680	
7.	Deputy Director (Executive Engineer) (on par with EE)	25	49870-100770	25	76730-162780	
8.	Deputy Director (Admin.)	24	46060-98440	24	70850-158880	
9.	Deputy Director (Accounts)	24	46060-98440	24	70850-158880	
10.	Administrative Officer (SB)	23	42490-96110	23	65360-154980	
11.	Deputy Executive Engineer (on par with DEE)	23	42490-96110	23	65360-154980	
12.	Deputy Superintendent of Police	22	40270-93780	22	61960-151370	
13.	Deputy Director (Revenue) (Deputy Collector)	22	40270-93780	22	61960-151370	
14.	Legal Advisor-cum-Special Public Prosecutor	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
16.	Assistant Director (Administration) (formely known as PA to Director)	20	35120-87130	21	57100-147760	
17.	Manager (SB)	19	31460-84970	21	57100-147760	
18.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
19.	Inspector of Police	20	35120-87130	20	54060-140540	
20.	Technical Officer (Formerly known as Draughtsman Grade-I)	19	31460-84970	19	48440-137220	
21.	Superintendent	cc		cc		Common Category
22.	Special Branch Assistant	17	28940-78910	18	45830-130580	On par with Superintendent
23.	Sub Inspector of Police	17	28940-78910	18	45830-130580	
24.	Assistant Technical Officer (Formerly known as Draughtsman Grade-II)	14	24440-71510	14	37640-115500	
25.	Assistant Sub Inspector of Police	13	23100-67990	14	37640-115500	
26.	Senior Steno	cc		cc		Common Category
27.	Senior Assistant	cc		cc		Common Category
28.	Head Constable	11	21230-63010	12	34580-107210	
29.	Photographer	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
30.	Radio Mechanic	9	18400-55410	9	28280-89720	
31.	Junior Assistant	cc		cc		Common Category
32.	Typist	cc		cc		Common Category
33.	Junior Steno	cc		cc		Common Category
34.	Telephone Operator	cc		cc		Common Category
35.	Police Constable	7	16400-49870	8	27500-87480	
36.	Driver	cc		cc		Common Category
37.	Record Assistant	cc		cc		Common Category
38.	Office Subordinate	cc		cc		Common Category
39.	Sweeper	cc		cc		Common Category
40.	Computer Programmer					Deputation from APTS

18. (b). INSTITUTION OF A.P. LOKAYUKTA & UPA LOKAYUKTA

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director (Investigation)					Cadre Post
2.	Registrar	32	<u>Judicial Officer/</u> 87130-110850	32	<u>Judicial Officer/</u> 133900-179000	If held by a departmental officer
3.	Director (Legal)	30	73270-108330	30	112610-174790	
4.	Secretary to Lokayukta	27	56870-105810	27	87480-170580	
5.	Deputy Registrar	27	56870-105810	27	87480-170580	
6.	Deputy Director (Legal)	27	56870-105810	27	87480-170580	
7.	Assistant Registrar (Judicial)/ Assistant Registrar (Accounts)/ Assistant Registrar (Investigation)	24	46060-98440	24	70850-158880	
8.	Deputy Director (Investigation)	22	40270-93780	22	61960-151370	
9.	P.A. to Lokayukta	21	37100-91450	21	57100-147760	
10.	P.A. to Upa-Lokayukta	21	37100-91450	21	57100-147760	
11.	P.A. to Registrar	21	37100-91450	21	57100-147760	
12.	Section Officer	21	37100-91450	21	57100-147760	
13.	Accounts Officer	21	37100-91450	21	57100-147760	
14.	Investigating Officer	20	35120-87130	20	54060-140540	On par with Inspector of Police
15.	Special Category Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Assistant Section Officer	16	26600-77030	16	40970-124380	
17.	U.D. Stenographer	16	26600-77030	16	40970-124380	
18.	Librarian	13	23100-67990	14	37640-115500	On par with same post in Law Dept
19.	U.D. Accountant	12	22460-66330	14	37640-115500	On par with same post in T&A Dept
20.	Head Constable	11	21230-63010	12	34580-107210	On par with same post in Police Dept
21.	Steno-Typist	9	18400-55410	11	32670-101970	On par with Steno Typist of Secretariat
22.	Typist	cc		cc		Common Category
23.	Assistant	cc		cc		Common Category
24.	Senior Driver	cc		cc		Common Category
25.	Driver	cc		cc		Common Category
26.	Police Constable and Orderly	5	15030-46060	5	23120-74770	
27.	Motor Cycle Messenger	cc		cc		Common Category
28.	Jamedar	cc		cc		Common Category
29.	Record Assistant	cc		cc		Common Category
30.	Roneo Operator	cc		cc		Common Category
31.	Office Subordinate	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
32.	Chowkidar	cc		cc		Common Category
33.	Sweeper-cum-Scavenger	1	13000-40270	1	20000-61960	
34.	Gardener	1	13000-40270	1	20000-61960	

18. (c). TRIBUNAL FOR DISCIPLINARY PROCEEDINGS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Secretary	20	<u>Judicial Officer/</u> 35120-87130	20	<u>Judicial Officer/</u> 54060-140540	If held by Departmental Officer
2.	Superintendent	cc		cc		Common Category
3.	Special Category Steno	cc		cc		Common Category
4.	Translator	14	24440-71510	14	37640-115500	
5.	Senior Steno	cc		cc		Common Category
6.	Senior Assistant	cc		cc		Common Category
7.	Junior Assistant	cc		cc		Common Category
8.	Junior Steno	cc		cc		Common Category
9.	Typist	cc		cc		Common Category
10.	Examiner	7	16400-49870	7	25220-80910	
11.	Copyist	7	16400-49870	7	25220-80910	
12.	Driver	cc		cc		Common Category
13.	Record Assistant	cc		cc		Common Category
14.	Jamedar	cc		cc		Common Category
15.	Office Subordinate	cc		cc		Common Category
16.	Watchman	cc		cc		Common Category
17.	Sweeper	cc		cc		Common Category

18. (d). INFORMATION AND PUBLIC RELATIONS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner/ Special Commissioner					Cadre Post
2.	Additional Director	28	61450-105810	29	101970-174790	#
3.	Chief Information Engineer	27	56870-105810	28	94500-170580	
4.	Joint Director	26	52590-103290	26	80910-166680	
5.	Regional Information Engineer	25	49870-100770	25	76730-162780	
6.	Deputy Director	24	46060-98440	24	70850-158880	
7.	Deputy Executive Information Engineer	23	42490-96110	23	65360-154980	
8.	Assistant Director	21	37100-91450	21	57100-147760	
9.	Editor	21	37100-91450	21	57100-147760	
10.	Information Officer	21	37100-91450	21	57100-147760	
11.	Script Writer (Gazetted)	21	37100-91450	21	57100-147760	
12.	Assistant Executive Information Engineer	21	37100-91450	21	57100-147760	
13.	District Public Relations Officer	20	35120-87130	20	54060-140540	
14.	Assistant Information Engineer	19	31460-84970	19	48440-137220	
15.	Additional Public Relations Officer	18	29760-80930	18	45830-130580	
16.	Translator, Grade-I	17	28940-78910	18	45830-130580	On par with Superintendent

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Superintendent	cc		cc		Common Category
18.	Special Category Steno	cc		cc		Common Category
19.	Art Demonstrator	18	29760-80930	18	45830-130580	
20.	Librarian Grade-II	18	29760-80930	18	45830-130580	
21.	Translator Grade-II	16	26600-77030	16	40970-124380	
22.	Assistant Public Relations Officer	15	25140-73270	16	40970-124380	
23.	Stage Organiser-cum-Folk Dance Choreographer	14	24440-71510	14	37640-115500	
24.	Assistant Translator	14	24440-71510	14	37640-115500	
25.	Draughtsman	14	24440-71510	14	37640-115500	
26.	Senior Assistant	cc		cc		Common Category
27.	Senior Assistant, APSIC, New Delhi	cc		cc		Common Category
28.	Assistant Superintendent (Exhibitions)	13	23100-67990	13	35570-109910	
29.	Script Writer (Non-Gazetted)	13	23100-67990	13	35570-109910	
30.	Audio Visual Supervisor	13	23100-67990	13	35570-109910	
31.	Artist	11	21230-63010	11	32670-101970	
32.	Reader	11	21230-63010	11	32670-101970	
33.	Receptionist	11	21230-63010	11	32670-101970	
34.	Photographer	11	21230-63010	11	32670-101970	
35.	Film Librarian	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
36.	Assistant Video Cameraman	11	21230-63010	11	32670-101970	
37.	Information Technician (Formerly known as Radio Technician)	9	18400-55410	9	28280-89720	
38.	Publicity Assistant (formerly known as Cinema Operator)	9	18400-55410	9	28280-89720	
39.	Junior Assistant	cc		cc		Common Category
40.	Typist	cc		cc		Common Category
41.	Lower Division Steno	cc		cc		Common Category
42.	Junior Assistant-cum-Typist	cc		cc		Common Category
43.	Mechanic	8/4	17890-53950 (P) / 14600-44870 (FE)	8/4	27500-87480 (P) / 22460-72810 (FE)	
44.	Store Keeper	8	17890-53950	8	27500-87480	
45.	Telex Operator	8	17890-53950	8	27500-87480	
46.	Assistant Photographer	8	17890-53950	8	27500-87480	
47.	Assistant Store Keeper (CL)	8	17890-53950	8	27500-87480	
48.	Proof Reader	7	16400-49870	7	25220-80910	
49.	Library Clerk-cum-Typist (New Delhi)	7	16400-49870	7	25220-80910	
50.	Roneo Operator	cc		cc		Common Category
51.	Record Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
52.	Bradma Franking Machine Operator	4	14600-44870	4	22460-72810	
53.	Dark Room Attender	3	13780-42490	3	21200-65360	
54.	Light Assistant	2	13390-41380	2	20600-63660	
55.	Technical Subordinate	2	13390-41380	2	20600-63660	
56.	Driver	cc		cc		Common Category
57.	Office Subordinate	cc		cc		Common Category
58.	Cleaner	cc		cc		Common Category
59.	Packer	1	13000-40270	1	20000-61960	
60.	Sweeper	cc		cc		Common Category
61.	Scavenger	cc		cc		Common Category
62.	Chowkidar	cc		cc		Common Category
63.	Attender -cum-cleaner	1	13000-40270	1	20000-61960	
64.	Watchman (Attender)	cc		cc		Common Category
65.	Attender (APSIC) New Delhi	cc		cc		Common Category

18. (e). PROTOCOL DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Additional Director of Protocol	28	61450-105810	28	94500-170580	
2.	Deputy Director of Protocol	24	46060-98440	24	70850-158880	
3.	Assistant Director of Protocol	21	37100-91450	21	57100-147760	
4.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
5.	Protocol Officer	19	31460-84970	19	48440-137220	
6.	Superintendent	cc		cc		Common Category
7.	Senior Assistant	cc		cc		Common Category
8.	Upper Division Steno	cc		cc		Common Category
9.	Senior Accountant	cc		cc		Common Category
10.	Senior Caretaker	11	21230-63010	11	32670-101970	
11.	Head English Cook	11	21230-63010	11	32670-101970	
12.	Head Moghalai Cook	11	21230-63010	11	32670-101970	
13.	Steward Gr-I	9	18400-55410	9	28280-89720	
14.	Junior Assistant	cc		cc		Common Category
15.	Junior Accountant	cc		cc		Common Category
16.	Typist	cc		cc		Common Category
17.	Telephone Operator	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Senior Driver (LV)	cc		cc		Common Category
19.	Electrician	8/4/1	17890-53950 (P) / 14600-44870 (FE)/ 13000-40270 (others)	8/4/1	27500-87480 (P) / 22460-72810 (FE)/ 20000-61960 (others)	
20.	Steward Gr-II	7	16400-49870	7	25220-80910	
21.	Assistant English Cook	7	16400-49870	7	25220-80910	
22.	Daroga	7	16400-49870	7	25220-80910	
23.	Hindu Cook (Jr. Cook)	7	16400-49870	7	25220-80910	
24.	Assistant Moghalai Cook	7	16400-49870	7	25220-80910	
25.	Driver (H.V)	cc		cc		Common Category
26.	Driver (L.V.)	cc		cc		Common Category
27.	Shroff	cc		cc		Common Category
28.	Record Assistant	cc		cc		Common Category
29.	Jamedar Care Taker	4	14600-44870	4	22460-72810	
30.	Jamedar	cc		cc		Common Category
31.	Butler	4	14600-44870	4	22460-72810	
32.	Dafedar	cc		cc		Common Category
33.	Table Servant	2	13390-41380	2	20600-63660	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
34.	Mate	2	13390-41380	2	20600-63660	
35.	Head Farrash	2	13390-41380	2	20600-63660	
36.	Cycle Orderly	cc		cc		Common Category
37.	Sweeper	cc		cc		Common Category
38.	Farrash	cc		cc		Common Category
39.	Office Subordinate	cc		cc		Common Category
40.	Kamaton	1	13000-40270	1	20000-61960	
41.	Scavenger	cc		cc		Common Category
42.	Watchman	cc		cc		Common Category
43.	Cleaner	cc		cc		Common Category
<u>ALLWYN REDEPLOYED STAFF</u>						
44.	Supervisor	11	21230-63010	11	32670-101970	
45.	Worker	3	13780-42490	3	21200-65360	

18. (f). RESIDENT COMMISSIONER, GOVERNMENT OF ANDHRA PRADESH, NEW DELHI

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
I. Office of the Resident Commissioner (APRC)						
1.	Resident Commissioner					Cadre Post
2.	Special Commissioner					Cadre Post
3.	Joint Commissioner	28	61450-105810	28	94500-170580	
4.	Deputy Commissioner	24	46060-98440	24	70850-158880	
5.	Joint Director [formerly Deputy Director (Translation)]	24	46060-98440	24	70850-158880	
6.	Private Secretary to Resident Commissioner	21	37100-91450	21	57100-147760	
7.	Assistant Commissioner	21	37100-91450	21	57100-147760	
8.	Liaison Officer (formerly known as Liasion-cum-Administrative Officer)	19	31460-84970	19	48440-137220	
9.	Protocol Officer	19	31460-84970	19	48440-137220	
10.	System Administrator	19	31460-84970	19	48440-137220	
11.	Administrative Officer (Formerly Superintendent Post upgraded as Asst. Commissioner and later downgraded as Administrative Officer)	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
12.	Special Category Steno	cc		cc		Common Category
13.	Assistant Reception Officer	17	28940-78910	18	45830-130580	On par with Superintendent
14.	Electrician Gr-II	8	17890-53950	8	27500-87480	
15.	Motor Cycle Messenger	cc		cc		Common Category
16.	Record Assistant	cc		cc		Common Category
17.	Jamedar	cc		cc		Common Category
18.	Office Subordinate	cc		cc		Common Category
II. Commissioner (Project Unit)						
19.	Assistant Commissioner (Formerly Protocol Officer later upgraded Asst. Commissioner)	21	37100-91450	21	57100-147760	
20.	P.S. to Commissioner (Projects)	21	37100-91450	21	57100-147760	
21.	Junior Assistant	cc		cc		Common Category
22.	Driver	cc		cc		Common Category
23.	Office Subordinate (formerly Attender)	cc		cc		Common Category
III. Parliament Liaison Unit						
24.	Deputy Director (Translation)	24	46060-98440	24	70850-158880	
25.	Liaison Officer	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
26.	Assistant Liaison Officer	17	28940-78910	18	45830-130580	On par with Assistant Reception Officer
27.	Senior Stenographer	cc		cc		Common Category
28.	Senior Assistant	cc		cc		Common Category
29.	Typist	cc		cc		Common Category
IV. Andhra Pradesh Government Guest House, A.P. Bhavan, New Delhi.						
30.	Additional Commissioner					Cadre Post
31.	Officer on Special Duty					Cadre Post
32.	Assistant Commissioner	21	37100-91450	21	57100-147760	
33.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
34.	Senior Assistant (Formerly Known as Accountant)	cc		cc		Common Category
35.	Senior Auditor					Drafted from State Audit Dept
36.	Senior Assistant	cc		cc		Common Category
37.	Electrician	12	22460-66330	12	34580-107210	
38.	House Keeper	11	21230-63010	11	32670-101970	
39.	Steward	11	21230-63010	11	32670-101970	
40.	Receptionist	7	16400-49870	9	28280-89720	On par with Junior Assistant
41.	Store Assistant	7	16400-49870	9	28280-89720	On par with Junior Assistant

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
42.	Steno-Typist	cc		cc		Common Category
43.	Junior Assistant	cc		cc		Common Category
44.	Typist	cc		cc		Common Category
45.	Telephone Operator	cc		cc		Common Category
46.	Senior Driver	cc		cc		Common Category
47.	Sanitary Fitter	7	16400-49870	7	25220-80910	
48.	Driver	cc		cc		Common Category
49.	Lift Operator	cc		cc		Common Category
50.	Roneo Operator	cc		cc		Common Category
51.	Head Butler	4	14600-44870	4	22460-72810	
52.	Daroga	cc		cc		Common Category
53.	Cook	3	13780-42490	3	21200-65360	
54.	Head Mali	1	13000-40270	3	21200-65360	Common Category
55.	Butler	2	13390-41380	2	20600-63660	
56.	Dafedar	cc		cc		Common Category
57.	Office Subordinate (CM Cottage)	cc		cc		Common Category
58.	Room Boy (C.M Cottage)	1	13000-40270	1	20000-61960	
59.	Mali	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
60.	Chowkidar	cc		cc		Common Category
61.	Sweeper	cc		cc		Common Category
62.	Farrash / Room Boy	cc		cc		Common Category
63.	Office Subordinate (formerly Attender)	cc		cc		Common Category
64.	Masalchi	1	13000-40270	1	20000-61960	
V. Advocate-on-Record's Office						
65.	Special Officer	27	56870-105810	27	87480-170580	
66.	Superintendent and Office Manager	17	28940-78910	18	45830-130580	
67.	Senior Accountant	cc		cc		Common Category
68.	Senior Assistant	cc		cc		Common Category
69.	Junior Assistant	cc		cc		Common Category
70.	Junior Stenographer	cc		cc		Common Category
71.	Driver	cc		cc		Common Category
72.	Record Assistant	cc		cc		Common Category
73.	Office Subordinate (formerly Attender)	cc		cc		Common Category
VI. Pay and Accounts Office						
74.	Pay and Accounts Officer	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
75.	Assistant Pay and Accounts Officer	17	28940-78910	18	45830-130580	On par with Superintendent of PAO, Vijayawada
76.	Senior Auditor	12	22460-66330	14	37640-115500	On par with Auditor of PAO, Vijayawada
77.	Typist	cc		cc		Common Category
78.	Office Subordinate (formerly Attender)	cc		cc		Common Category

18. (g). TRANSLATIONS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Translations	26	52590-103290	26	80910-166680	
2.	Deputy Director of Translations	21	37100-91450	21	57100-147760	
3.	Senior Translator	17	28940-78910	18	45830-130580	On par with Superintendent
4.	Superintendent	cc		cc		Common Category
5.	Junior Translator	14	24440-71510	14	37640-115500	
6.	Senior Assistant	cc		cc		Common Category
7.	Junior Assistant	cc		cc		Common Category
8.	Typist	cc		cc		Common Category
9.	Car Driver	cc		cc		Common Category
10.	Record Assistant	cc		cc		Common Category
11.	Jamedar	cc		cc		Common Category
12.	Dafedar	cc		cc		Common Category
13.	Motorcycle Messenger	1	13000-40270	1	20000-61960	
14.	Office Subordinate	cc		cc		Common Category

**18. (h). ANDHRA PRADESH HUMAN RESOURCE DEVELOPMENT INSTITUTE,
BAPATLA**

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director General					Cadre Post
2.	Audit Officer					Drafted from State Audit Dept
3.	Assistant Audit Officer					Drafted from State Audit Dept
4.	Senior Auditor					Drafted from State Audit Dept
Regional Centre, Srikalahasti						
1.	Deputy Director/ Deputy Collector as Director of the Centre	22	40270-93780	22	61960-151370	
2.	Manager (as the level of Deputy Tahsildar)	17	28940-78910	18	45830-130580	
3.	Accounts Officer (at the level of Sub Treasury Officer)	17	28940-78910	18	45830-130580	
4.	Training Associate (Junior Assistant level)	7	16400-49870	9	28280-89720	
5.	Office Subordinate	1	13000-40270	1	20000-61960	
Regional Centre, Visakhapatnam						
1.	Deputy Director/ Deputy Collector as Director of the Centre	22	40270-93780	22	61960-151370	
2.	Manager (at the level of Deputy Tahsildar)	17	28940-78910	18	45830-130580	On par with same category in Revenue Department

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	Accounts Officer (at the level of Sub Treasury Officer)	17	28940-78910	18	45830-130580	On par with same category in Treasuries and Accounts Department
4.	Training Associates (Junior Assistant level)	7	16400-49870	9	28280-89720	On par with Junior Assistant under Common Category
5.	Office Subordinate	1	13000-40270	1	20000-61960	

19. HEALTH, MEDICAL AND FAMILY WELFARE DEPARTMENT

19. (a). FAMILY WELFARE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre post
2.	Additional Director (FW)	31	80930-110850	31	124380-179000	
3.	Joint Directors	28	61450-105810	28	94500-170580	
4.	Additional DM&HO (CS)	28	61450-105810	28	94500-170580	
5.	Civil Surgeon	28	61450-105810	28	94500-170580	
6.	Epidemiologist (CS)	28	61450-105810	28	94500-170580	
7.	Professor	28	61450-105810	28	94500-170580	
8.	District Immunization Officer (Dy .CS)	25	49870-100770	25	76730-162780	
9.	Project Officer (Dy.CS)	25	49870-100770	25	76730-162780	
10.	Deputy Director (MEM)	24	46060-98440	24	70850-158880	
11.	Civil Assistant Surgeon (OBG)	22	40270-93780	22	61960-151370	
12.	Civil Assistant Surgeon (ANST)	22	40270-93780	22	61960-151370	
13.	Asst. Epidemiologist	22	40270-93780	22	61960-151370	
14.	Lecturer in Paediatrics	22	40270-93780	22	61960-151370	
15.	Medical Lecturer Cum Demonstrator (DGO)	22	40270-93780	22	61960-151370	
16.	Medical Officer (CAS)	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Medical Officer (WAS)	22	40270-93780	22	61960-151370	
18.	Research Officer (ORT)	22	40270-93780	22	61960-151370	
19.	Accounts Officer (FW)	22	40270-93780	22	61960-151370	
20.	Asst. Director (Admn.)	22	40270-93780	22	61960-151370	
21.	District Extension & Mass Media Officer (FW)	22	40270-93780	22	61960-151370	
22.	Communication Officer	22	40270-93780	22	61960-151370	
23.	Public Health Nursing Officer	22	40270-93780	22	61960-151370	
24.	Health Education Instructor	22	40270-93780	22	61960-151370	
25.	Lecturer in Health Education & FW	22	40270-93780	22	61960-151370	
26.	Management Instructor	22	40270-93780	22	61960-151370	
27.	Health Education Officer (FW)	22	40270-93780	22	61960-151370	
28.	Health Education Officer (IPP-VI)	22	40270-93780	22	61960-151370	
29.	Social Science Instructor	19	31460-84970	21	57100-147760	
30.	Cold Chain Officer	20	35120-87130	20	54060-140540	
31.	Public Health Supervisor	20	35120-87130	20	54060-140540	
32.	Administrative Officer	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Asst. Accounts Officer	20	35120-87130	20	54060-140540	
34.	Health Education & Extension Officer	20	35120-87130	20	54060-140540	
35.	Principal (Nursing Training School)	20	35120-87130	20	54060-140540	
36.	Lecturer In Statistics & Demography	19	31460-84970	20	54060-140540	
37.	Junior Accounts Officer (L.S. Grade-II)	19	31460-84970	19	48440-137220	
38.	Statistical Officer	19	31460-84970	19	48440-137220	
39.	Public Health Nurse Instructor	19	31460-84970	19	48440-137220	
40.	Deputy DEMO	19	31460-84970	19	48440-137220	
41.	Community Health Officer	19	31460-84970	19	48440-137220	
42.	Sister Tutor	18	29760-80930	18	45830-130580	
43.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	
44.	Statistical Investigator	17	28940-78910	18	45830-130580	On par with Deputy Statistical Officer
45.	Asst. Accountant (Office Supdt.)	17	28940-78910	18	45830-130580	
46.	Special Category Steno	cc		cc		Common Category
47.	Public Health Nurse (Non Teaching)	17	28940-78910	17	44570-127480	
48.	Midwifery Tutor	17	28940-78910	17	44570-127480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
49.	Senior Training Officer	16	26600-77030	16	40970-124380	
50.	Sr. Training Officer (Sanitation)	16	26600-77030	16	40970-124380	
51.	Staff Nurse	15	25140-73270	16	40970-124380	
52.	Multi Purpose Health Extension Officer (Male & Female)	15	25140-73270	16	40970-124380	
53.	Statistician	14	24440-71510	15	38720-118390	On par with Asst. Statistical Officer
54.	Asst. Superintendent	14	24440-71510	14	37640-115500	
55.	Paramedical Assistant	14	24440-71510	14	37640-115500	
56.	Multipurpose Health Supervisor(F)	13	23100-67990	14	37640-115500	
57.	Multipurpose Health Supervisor (M)	13	23100-67990	14	37640-115500	
58.	Senior Assistant	cc		cc		Common Category
59.	Senior Assistant (Compilation)	cc		cc		Common Category
60.	Senior Stenographer	cc		cc		Common Category
61.	Store Keeper Cum Clerk (UDC)	cc		cc		Common Category
62.	Sr. Sanitary Inspector	12	22460-66330	12	34580-107210	
63.	Health Visitor	12	22460-66330	12	34580-107210	
64.	Lady Health Visitor	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
65.	Multipurpose Health Assistant (F)	11	21230-63010	12	34580-107210	
66.	Multipurpose Health Assistant (M)	11	21230-63010	12	34580-107210	
67.	Refrigerator Machanic	11 / 6	21230-63010 (P)/ 15460-47330 (FE)	11 / 6	32670-101970 (P)/ 23780-76730 (FE)	
68.	Artist-Cum-Photographer	10	19500-58330	10	29980-94500	
69.	Typist	cc		cc		Common Category
70.	Clerk-Cum-Typist	cc		cc		Common Category
71.	Junior Assistant	cc		cc		Common Category
72.	Junior Stenographer	cc		cc		Common Category
73.	LD Stenographer	cc		cc		Common Category
74.	Steno-Typist	cc		cc		Common Category
75.	Cyto Technician	8	17890-53950	8	27500-87480	
76.	Family Welfare Worker	8	17890-53950	8	27500-87480	
77.	Junior Binder	8	17890-53950	8	27500-87480	
78.	Lab Technician	8	17890-53950	8	27500-87480	
79.	Plate Printer & Etcher	8	17890-53950	8	27500-87480	
80.	Projectionist	8	17890-53950	8	27500-87480	
81.	Projectionist Cum Mechanic	8	17890-53950	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
82.	Sr. Machine Minder (Offset)	8	17890-53950	8	27500-87480	
83.	Sr. Reader	8	17890-53950	8	27500-87480	
84.	Warden	8	17890-53950	8	27500-87480	
85.	Artist-Cum-Draughtsman	7	16400-49870	7	25220-80910	
86.	LD Computer	7	16400-49870	7	25220-80910	
87.	Driver	cc		cc		Common Category
88.	Shroff	cc		cc		Common Category
89.	Cashier	cc		cc		Common Category
90.	Compositor	5	15030-46060	5	23120-74770	
91.	Record Assistant	cc		cc		Common Category
92.	Roneo Operator	cc		cc		Common Category
93.	Jamedar	cc		cc		Common Category
94.	Operation Theatre Assistant	4	14600-44870	4	22460-72810	
95.	Operation Theatre Nurse	4	14600-44870	4	22460-72810	
96.	Sr. Machine Minder (Grinding)	4	14600-44870	4	22460-72810	
97.	Auxillary Hand	3	13780-42490	3	21200-65360	
98.	Male Nursing Orderly	2	13390-41380	2	20600-63660	
99.	Office Subordinate	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
100.	Ayah	1	13000-40270	1	20000-61960	
101.	Chowkidar-Cum-Mali	1	13000-40270	1	20000-61960	
102.	Cleaner	cc		cc		Common Category
103.	Cook	1	13000-40270	1	20000-61960	
104.	Dhobi	1	13000-40270	1	20000-61960	
105.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
106.	Night Guard / Watchman	1	13000-40270	1	20000-61960	
107.	Packer	1	13000-40270	1	20000-61960	
108.	Peon/Chowkidar	1	13000-40270	1	20000-61960	
109.	Sweeper	cc		cc		Common Category
110.	Thoty	1	13000-40270	1	20000-61960	
111.	Ward Boys	1	13000-40270	1	20000-61960	
112.	Watchman	cc		cc		Common Category
FAMILY WELFARE OFFSET PRESS (<i>Directorate of Family Welfare</i>)						
1.	Assistant Director (Offset Press)	21	37100-91450	21	57100-147760	
2.	Top Senior Foreman/ Head Reader	16	26600-77030	16	40970-124380	
3.	Chief Cameraman	14	24440-71510	14	37640-115500	
4.	Artist/Artist Retoucher	11/10	21230-63010 (Q)/ 19500-58330 (UQ)	11/10	32670-101970 (Q)/ 29980-94500 (UQ)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.	Assistant Cameraman	10	19500-58330	10	29980-94500	
6.	Senior Machine Minder (Letter Press)	8	17890-53950	8	27500-87480	
7.	Binder S.G.	8	17890-53950	8	27500-87480	
8.	Helio Printer /Helio Operator	8	17890-53950	8	27500-87480	
9.	Copy Holder	5	15030-46060	5	23120-74770	
10.	Junior Machine Minder (Offset)	4	14600-44870	4	22460-72810	
11.	Machine Attendant (Letter Press)	3	13780-42490	3	21200-65360	
12.	Junior Binder Attendant	3	13780-42490	3	21200-65360	
13.	Khalasi	1	13000-40270	1	20000-61960	

19. (b). PUBLIC HEALTH AND FAMILY WELFARE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Health	32	87130-110850	32	133900-179000	
2.	Additional Director	32	87130-110850	32/31	133900-179000 (P.I)/ 124380-179000 (F.E.)	
3.	Additional Director (Admin)	32	87130-110850	32/31	133900-179000 (P.I)/ 124380-179000 (F.E.)	
4.	Civil Surgeon	28	61450-105810	28	94500-170580	
5.	Civil Surgeon (Specialist)	28	61450-105810	28	94500-170580	
6.	Joint Director (Administration)	26	52590-103290	26	80910-166680	
7.	Deputy Civil Surgeon	25	49870-100770	25	76730-162780	
8.	Deputy Director (Admn.)	24	46060-98440	24	70850-158880	
9.	Deputy Director (V.S.)	24	46060-98440	24	70850-158880	
10.	Deputy Director (Malaria / Filaria) Deputy Director (Central Malaria Laboratory) (entomology)	24	46060-98440	24	70850-158880	
11.	District Malaria Officer/ Anti Mosquito Officer	24	46060-98440	24	70850-158880	
12.	Community Health Officer	24	46060-98440	24	70850-158880	
13.	Assistant Director (formerly Chief Entomologist)	23	42490-96110	23	65360-154980	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Civil Assistant Surgeon	22	40270-93780	22	61960-151370	
15.	Dental Assistant Surgeon	22	40270-93780	22	61960-151370	
16.	Assistant Director (Gazetted Assistant / Lay Secretary & Treasurer Grade-I)	22	40270-93780	22	61960-151370	
17.	Accounts Officer	22	40270-93780	22	61960-151370	
18.	Administrative Officer (formerly known as Lay Secretary & Treasurer Gr.II)	20	35120-87130	20	54060-140540	
19.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
20.	Technical Officer (SHEB & AVHEB)	20	35120-87130	20	54060-140540	
21.	Para Medical Officer (Leprosy)	20	35120-87130	20	54060-140540	
22.	Health Education Officer (AIDS & Leprosy)	20	35120-87130	20	54060-140540	
23.	Lecturer in Social Science (Former Medico Social Worker Grade-I)	19	31460-84970	20	54060-140540	
24.	Senior Entomologist	19	31460-84970	19	48440-137220	
25.	Junior Engineer (Health Equipment Repair Unit)	19	31460-84970	19	48440-137220	
26.	Statistical Officer	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
27.	Physiotherapist (Leprosy)	19	31460-84970	19	48440-137220	
28.	Occupational Therapist	19	31460-84970	19	48440-137220	
29.	Mechanical Supervisor	19	31460-84970	19	48440-137220	
30.	Electrical Supervisor	19	31460-84970	19	48440-137220	
31.	Pharmacy Supervisor	19	31460-84970	19	48440-137220	
32.	Unit Officer	19	31460-84970	19	48440-137220	
33.	Assistant Engineer	19	31460-84970	19	48440-137220	On par with same category in Engineering Departments
34.	Dy. Health Education Officer (formerly Health Educator (Leprosy))	18	29760-80930	18	45830-130580	
35.	Deputy Para Medical Officer/ (formerly Non-Medical Supervisor (Leprosy))	18	29760-80930	18	45830-130580	
36.	Head Nurse	18	29760-80930	18	45830-130580	
37.	Deputy Statistical Officer / Statistical Assistant	17	28940-78910	18	45830-130580	
38.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept
39.	Office Superintendent / Head Clerk	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
40.	Senior Stenographer	cc		cc		Common Category
41.	Health Educator (General)	17	28940-78910	17	44570-127480	
42.	Public Health Nurse (FW) (Non-teaching)	17	28940-78910	17	44570-127480	
43.	Para Medical Ophthalmic Officer (formerly known as Ophthalmic Assistant)	17	28940-78910	17	44570-127480	
44.	Entomological Assistant / Asst. Malaria Officer	17	28940-78910	17	44570-127480	
45.	Public Health Nurse (non-teaching)	17	28940-78910	17	44570-127480	
46.	Asst. Para Medical Officer {formerly Non-Medical Assistant (Leprosy)}	15	25140-73270	16	40970-124380	
47.	Staff Nurse	15	25140-73270	16	40970-124380	
48.	Multipurpose Health Extension Officer	15	25140-73270	16	40970-124380	
49.	Lab Technician Gr.I	15	25140-73270	15	38720-118390	
50.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	
51.	Statistician	14	24440-71510	15	38720-118390	
52.	Refractionist/ Optometrist	14	24440-71510	14	37640-115500	
53.	Multipurpose Health Supervisor (Male)	13	23100-67990	14	37640-115500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
54.	Multipurpose Health Supervisor (Female)	13	23100-67990	14	37640-115500	
55.	Senior Steno	cc		cc		Common Category
56.	Senior Assistant	cc		cc		Common Category
57.	Senior Accountant	cc		cc		Common Category
58.	Prosthetic Technician / Orthotic Technician	13	23100-67990	13	35570-109910	
59.	Radiographer	13	23100-67990	13	35570-109910	
60.	Pharmacist, Grade-II	11	21230-63010	13	35570-109910	
61.	Lab Technician Grade-II	11	21230-63010	12	34580-107210	
62.	Multipurpose Health Assistant (M)	11	21230-63010	12	34580-107210	
63.	Multipurpose Health Assistant (F)	11	21230-63010	12	34580-107210	
64.	Junior Technical Officer	11	21230-63010	12	34580-107210	On par with same category in Engineering Departments
65.	Dark Room Assistant	9	18400-55410	9	28280-89720	
66.	Junior Assistant	cc		cc		Common Category
67.	Junior Steno	cc		cc		Common Category
68.	Typist	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
69.	Artist-cum-Photographer	8	17890-53950	8	27500-87480	
70.	Photographer	8 / 6	17890-53950 (Q) 15460-47330 (UQ)	8 / 6	27500-87480 (P)/ 23780-76730 (FE)	
71.	Mechanic	8 / 7	17890-53950 (P) 16400-49870 (FE)	8 / 7	27500-87480 (P)/ 25220-80910 (FE)	
72.	Social worker	8	17890-53950	8	27500-87480	
73.	Lower Division Computer	7	16400-49870	7	25220-80910	
74.	Craftsman (SHEB)	7	16400-49870	7	25220-80910	
75.	Treatment Organizer	7	16400-49870	7	25220-80910	
76.	Telephone Operator	cc		cc		Common Category
77.	Lab Attendant	7	16400-49870	7	25220-80910	
78.	Driver	cc		cc		Common Category
79.	Field Assistant (Malaria)	5	15030-46060	5	23120-74770	
80.	Pump Mechanic (Malaria)	5	15030-46060	5	23120-74770	
81.	Electrician Grade-II	5	15030-46060	5	23120-74770	
82.	Record Assistant	cc		cc		Common Category
83.	Roneo Operator	cc		cc		Common Category
84.	Theatre Assistant	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
85.	Daya	3 / 2	13780-42490 (Q) 13390-41380 (UQ)	3 / 2	21200-65360 (Q) 20600-63660 (UQ)	
86.	Superior Field Worker	2	13390-41380	2	20600-63660	
87.	Cook	2	13390-41380	2	20600-63660	
88.	X-Ray Attendant	1	13000-40270	1	20000-61960	
89.	Helper (Leprosy)	1	13000-40270	1	20000-61960	
90.	Cleaner	cc		cc		Common Category
91.	Packer	1	13000-40270	1	20000-61960	
92.	E.C.G. Technician	1	13000-40270	1	20000-61960	
93.	Field Worker	1	13000-40270	1	20000-61960	
94.	Insect Collector (Fileria)	1	13000-40270	1	20000-61960	
95.	Class IV (Attenders)	1	13000-40270	1	20000-61960	
96.	Aya	1	13000-40270	1	20000-61960	
97.	Dhobi	1	13000-40270	1	20000-61960	
98.	Dresser	1	13000-40270	1	20000-61960	
99.	Gardener / Mali	cc		cc		Common Category
100.	Kamaty	cc		cc		Common Category
101.	Thoty	1	13000-40270	1	20000-61960	
102.	Scavenger	cc		cc		Common Category
103.	Ward boy	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
104.	Stretcher Bearer	1	13000-40270	1	20000-61960	
105.	Sweeper	cc		cc		Common Category
106.	Kalasi	1	13000-40270	1	20000-61960	
107.	Mazdoor	1	13000-40270	1	20000-61960	
108.	Contingent Worker	1	13000-40270	1	20000-61960	
109.	Watchman	cc		cc		Common Category
110.	Office Subordinate	cc		cc		Common Category
111.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
112.	Male/Female Nursing Orderly	1	13000-40270	1	20000-61960	
State Health Transport Organisation (SHTO)						
1.	State Health Transport Officer	29	66330-108330	29	101970-174790	
2.	Deputy Transport Officer	25	49870-100770	25	76730-162780	
3.	Assistant Transport Officer	23	42490-96110	23	65360-154980	
4.	Service Engineer	19	31460-84970	19	48440-137220	
5.	Foreman	16	26600-77030	16	40970-124380	
6.	Chargemen	11	21230-63010	11	32670-101970	
7.	Skilled Artisan	9	18400-55410	9	28280-89720	
8.	Artisan	7	16400-49870	7	25220-80910	
9.	Driver cum Mechanic	6	15460-47330	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
10.	Helper cum cook	2	13390-41380	2	20600-63660	
11.	Unskilled Artisan	1	13000-40270	1	20000-61960	
12.	Watchman/ Chowkidar	cc		cc		Common Category
13.	Helper, Grade-II	1	13000-40270	1	20000-61960	

19. (c). DIRECTOR OF MEDICAL EDUCATION

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Medical Education					Not in Commission's Purview
2.	Additional Director of Medical Education					Not in Commission's Purview
3.	Principal of Medical Colleges (Additional Director rank)					Not in Commission's Purview
4.	Superintendent of Teaching Hospitals (Additional Director rank)					Not in Commission's Purview
5.	Principal (Govt. Dental College & Hospital)					Not in Commission's Purview
6.	Special Grade Civil Surgeon					Not in Commission's Purview
7.	Professor (Clinical)/ Civil Surgeon					Not in Commission's Purview
8.	Professor of Ophthalmology and Civil Surgeon					Not in Commission's Purview
9.	Professor of Psychiatry (Clinical)					Not in Commission's Purview
10.	Assistant Professor/ Tutor (includes Dental)					Not in Commission's Purview
11.	Civil Surgeon (R.M.O.)	28	61450-105810	28	94500-170580	
12.	Superintendent (Civil Surgeon/ Professor)	28	61450-105810	28	94500-170580	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Joint Director (Medical)	28	61450-105810	28	94500-170580	
14.	Joint Director (Administration)	26	52590-103290	26	80910-166680	
15.	Professor of Radiological Physics & Chief Physicist (Non- Medical)	25	49870-100770	25	76730-162780	
16.	Chief Dietician	25	49870-100770	25	76730-162780	
17.	Chief Bio-Chemist	25	49870-100770	25	76730-162780	
18.	Deputy Civil Surgeon (RMO)	25	49870-100770	25	76730-162780	
19.	Deputy Civil Surgeon	25	49870-100770	25	76730-162780	
20.	Deputy Civil Surgeon (Dental)	25	49870-100770	25	76730-162780	
21.	Deputy Director (Administration)	24	46060-98440	24	70850-158880	
22.	Deputy Director (Nursing)	24	46060-98440	24	70850-158880	
23.	Principal & Professor, College of Nursing	23	42490-96110	23	65360-154980	
24.	Assistant Director (Nursing)	23	42490-96110	23	65360-154980	
25.	Asst. Director (Works)	23	42490-96110	23	65360-154980	
26.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
27.	Assistant Civil Surgeon (RMO)	22	40270-93780	22	61960-151370	
28.	Medical College Librarian	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	Lady Medical Officer	22	40270-93780	22	61960-151370	
30.	Health Officer	22	40270-93780	22	61960-151370	
31.	Woman Assistant Surgeon	22	40270-93780	22	61960-151370	
32.	Dental Assistant Surgeon/Tutor	22	40270-93780	22	61960-151370	
33.	Assistant Director (Planning) [formerly Lay Secy.& Treasurer Gr.I/ Gaz.Asst.]	22	40270-93780	22	61960-151370	
34.	Physical Director (Gazetted)	22	40270-93780	22	61960-151370	
35.	Principal Nursing Tutor	22	40270-93780	22	61960-151370	
36.	Librarian	22	40270-93780	22	61960-151370	
37.	Lecturer in Nuclear Medicine Technologist/ Nuclear Medicine Technologist/ Lecturer in Radiological Physics & Radiological Physicist Medical Physicist	22	40270-93780	22	61960-151370	
38.	Lay Secretary and Treasurer Grade.I/ Gazetted Assistant	22	40270-93780	22	61960-151370	
39.	Nursing Superintendent, Gr.-I	22	40270-93780	22	61960-151370	
40.	Assistant Professor, College of Nursing	21	37100-91450	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
41.	Research Assistant	20	35120-87130	20	54060-140540	
42.	Speech Pathologist	20	35120-87130	20	54060-140540	
43.	Lecturer in Clinical Psychology (formerly known as Clinical Psychologist)	20	35120-87130	20	54060-140540	
44.	Immunologist	20	35120-87130	20	54060-140540	
45.	Child Psychologist	20	35120-87130	20	54060-140540	
46.	Nursing Tutor Gr.I	20	35120-87130	20	54060-140540	
47.	Non-Medical Assistant (Gazetted)	20	35120-87130	20	54060-140540	
48.	Assistant Librarian	20	35120-87130	20	54060-140540	
49.	Special Educator	20	35120-87130	20	54060-140540	
50.	Bio-Chemist	20	35120-87130	20	54060-140540	
51.	Dietician	20	35120-87130	20	54060-140540	
52.	Perfusionist	20	35120-87130	20	54060-140540	
53.	Statistician/ Lecturer	20	35120-87130	20	54060-140540	
54.	Administrative Officer (formerly known as Lay Secretary and Treasurer Gr.II)	20	35120-87130	20	54060-140540	
55.	Occupational Therapist	20	35120-87130	20	54060-140540	
56.	Nursing Superintendent, Gr.II	20	35120-87130	20	54060-140540	
57.	Lecturer in Statistical Demography	19	31460-84970	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
58.	Lecturer in Social Science (Former Medico Social Worker Grade-I)	19	31460-84970	20	54060-140540	
59.	Lecturer in Entomology,	19	31460-84970	20	54060-140540	
60.	Lecturer, College of Nursing	19	31460-84970	20	54060-140540	
61.	Lecturer in Health Education & Family Welfare	19	31460-84970	19	48440-137220	
62.	Senior Analyst	19	31460-84970	19	48440-137220	
63.	Non-Medical Tutor	19	31460-84970	19	48440-137220	
64.	Research Chemist	19	31460-84970	19	48440-137220	
65.	MPHEO (F) Training School Teacher	19	31460-84970	19	48440-137220	
66.	Junior Engineer (Mechanical)	19	31460-84970	19	48440-137220	
67.	Pharmacy Supervisor	19	31460-84970	19	48440-137220	
68.	Physicist	19	31460-84970	19	48440-137220	
69.	Principal, Multipurpose Health Worker (F) School	18	29760-80930	18	45830-130580	
70.	Head Nurse	18	29760-80930	18	45830-130580	
71.	Nursing Tutor Gr.II	18	29760-80930	18	45830-130580	
72.	Superintendent (including Manager & Accountant)	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
73.	Public Health Nurse (Teaching)	17	28940-78910	18	45830-130580	
74.	Midwifery Tutor/ Sister Tutor	17	28940-78910	18	45830-130580	
75.	Medical Record Officer	17	28940-78910	18	45830-130580	
76.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	
77.	Bio-Statistician	17	28940-78910	18	45830-130580	
78.	Statistician	17	28940-78910	18	45830-130580	
79.	Chief Radiographer	17	28940-78910	18	45830-130580	
80.	Non-Medical Assistant (Non-Gazetted)	17	28940-78910	18	45830-130580	
81.	Junior Analyst	17	28940-78910	18	45830-130580	
82.	Lecturer in Psychiatry Nursing	17	28940-78910	17	44570-127480	
83.	Health Educator	17	28940-78910	17	44570-127480	
84.	Technician (Optometry)	16 / 14	26600-77030 (PI) 24440-71510 (FE)	16 / 14	40970-124380 (P)/ 37640-115500 (FE)	
85.	Physical Director (Non-Gazetted)	16	26600-77030	16	40970-124380	
86.	Chief Chemist	16	26600-77030	16	40970-124380	
87.	Speech Therapist	16	26600-77030	16	40970-124380	
88.	Orthoptist	16	26600-77030	16	40970-124380	
89.	Assistant Technician (Optometry)	16	26600-77030	16	40970-124380	
90.	Staff Nurse	15	25140-73270	16	40970-124380	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
91.	Multipurpose Health Extension Officer	15	25140-73270	16	40970-124380	
92.	Medico Social Worker Gr.II	15	25140-73270	16	40970-124380	
93.	Lab Technician Gr.I/ Lab. Assistant (in Medical Colleges)	15	25140-73270	15	38720-118390	
94.	Artist-cum-Draughtsman	15	25140-73270	15	38720-118390	
95.	Pharmacist Gr.I	14	24440-71510	15	38720-118390	
96.	Senior Instructor	14	24440-71510	14	37640-115500	
97.	Non-Medical Supervisor (Lep.)	14	24440-71510	14	37640-115500	
98.	Senior E.E.G. Technician	14	24440-71510	14	37640-115500	
99.	Cathalab Technician	14	24440-71510	14	37640-115500	
100.	Cardiology Technician	14	24440-71510	14	37640-115500	
101.	Mechanic/Mechanic Supervisor	14	24440-71510	14	37640-115500	
102.	Optometrist/ Refractionist	14	24440-71510	14	37640-115500	
103.	Multipurpose Health Supervisor (Male & Female)	13	23100-67990	14	37640-115500	
104.	Senior Assistant	cc		cc		Common Category
105.	Senior Steno/Upper Division Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
106.	Chief Physiotherapist	13	23100-67990	13	35570-109910	
107.	Lab Assistant	13	23100-67990	13	35570-109910	
108.	Dental Technician	13	23100-67990	13	35570-109910	
109.	Assistant Orthoptist	13	23100-67990	13	35570-109910	
110.	Health Visitor	13	23100-67990	13	35570-109910	
111.	Radiographer	13	23100-67990	13	35570-109910	
112.	Physiotherapist	13	23100-67990	13	35570-109910	
113.	Non-Medical Demonstrator	12	22460-66330	13	35570-109910	
114.	Pharmacist Gr.II	11	21230-63010	13	35570-109910	
115.	Technician (Artificial Kidney Machine Operator)	12	22460-66330	12	34580-107210	
116.	Health Supervisor [formerly Overseer]	12	22460-66330	12	34580-107210	
117.	Psychiatric Social Worker	12	22460-66330	12	34580-107210	
118.	E.C.G. Technician	12	22460-66330	12	34580-107210	
119.	Health Inspector	12	22460-66330	12	34580-107210	
120.	Medical Record Technician	12	22460-66330	12	34580-107210	
121.	Lab Technician Gr.II/ Lab Technician	11	21230-63010	12	34580-107210	
122.	Audiometry Technician	11/7	21230-63010 (after service rules are issued and individual possesses the qualification)/ 16400-49870 (UQ)	11/7	32670-101970 (after service rules are issued and individual possesses the qualification)/ 25220-80910 (UQ)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
123.	Prosthetic Technician/ Orthotic Technician	11	21230-63010	11	32670-101970	
124.	Electrician Gr.I	11	21230-63010	11	32670-101970	
125.	Medical Demonstrator	11	21230-63010	11	32670-101970	
126.	Linen Keeper	11	21230-63010	11	32670-101970	
127.	Assistant Chemist	11	21230-63010	11	32670-101970	
128.	Curator	11	21230-63010	11	32670-101970	
129.	Photo Artist/ Artist	11	21230-63010	11	32670-101970	
130.	Linen Supervisor	11	21230-63010	11	32670-101970	
131.	Stock Verifier	11	21230-63010	11	32670-101970	
132.	Ophthalmic Technician	11	21230-63010	11	32670-101970	
133.	Dental Hygienist	11	21230-63010	11	32670-101970	
134.	Dental Technician	11	21230-63010	11	32670-101970	
135.	Photographer/Artist Grade II	11	21230-63010	11	32670-101970	
136.	Health Sub-Inspector	10	19500-58330	10	29980-94500	
137.	Assistant Physiotherapist	10	19500-58330	10	29980-94500	
138.	Dental Mechanic	10	19500-58330	10	29980-94500	
139.	Orthoptist Technician	10	19500-58330	10	29980-94500	
140.	Auxiliary Nurse Midwife	10	19500-58330	10	29980-94500	
141.	Technician (Artificial Kidney Machine Operator KGH, Visakhapatnam)	9	18400-55410	9	28280-89720	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
142.	Assistant Physical Director	9	18400-55410	9	28280-89720	
143.	Film Operator	9	18400-55410	9	28280-89720	
144.	Cinema Operator	9	18400-55410	9	28280-89720	
145.	Dark Room Assistant/ Junior Radiographer (Digital Imaging Technologist)	9	18400-55410	9	28280-89720	
146.	Junior Assistant	cc		cc		Common Category
147.	Lower Division Store Keeper	7	16400-49870	9	28280-89720	Common Category
148.	Lower Division Steno/Steno Typist	cc		cc		Common Category
149.	Typist	cc		cc		Common Category
150.	Clerk-cum-Typist	cc		cc		Common Category
151.	Store Keeper	cc		cc		Common Category (In Junior Assistant scale)
152.	Linen Keeper	cc		cc		Common Category
153.	Clerk-cum-Telephone Operator	cc		cc		Common Category
154.	Mechanic/Chargeman Mechanic	8 / 7	17890-53950 (P) 16400-49870 (FE)	8 / 7	27500-87480 (P)/ 25220-80910 (FE)	
155.	Steam Laundry Mechanic	8 / 7	17890-53950 (P) 16400-49870 (FE)	8 / 7	27500-87480 (P)/ 25220-80910 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
156.	Mortury Mechanic	8 / 6	17890-53950 (P) 15460-47330 (FE)	8 / 6	27500-87480 (P) / 23780-76730 (FE)	
157.	Electrical Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
158.	Electrician Gr.II-cum-Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
159.	Maintenance Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
160.	Gas Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
161.	Electrical Attendant Gr.II	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
162.	Assistant Electrician/ Electrical Wireman	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
163.	Plumber	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
164.	Fitter/Fitter Mechanic	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
165.	Steam Laundry Mechanic (Boiler Operator)	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
166.	Electrical Attendant	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
167.	Assistant Mechanic	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
168.	Wireman	8 / 2	17890-53950 (P) 13390-41380 (FE)	8 / 2	27500-87480 (P)/ 20600-63660 (FE)	
169.	Plumber	8 / 2	17890-53950 (P) 13390-41380 (FE)	8 / 2	27500-87480 (P)/ 20600-63660 (FE)	
170.	Mason	8 / 2	17890-53950 (P) 13390-41380 (FE)	8 / 2	27500-87480 (P)/ 20600-63660 (FE)	
171.	Fitter Maistry	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
172.	Junior Instructor	8	17890-53950	8	27500-87480	
173.	Junior Instructor (Crafts)	8	17890-53950	8	27500-87480	
174.	Yoga Instructor	8	17890-53950	8	27500-87480	
175.	Tutor in Painting	8	17890-53950	8	27500-87480	
176.	Shoe Maker	8	17890-53950	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
177.	Family Welfare Worker	8	17890-53950	8	27500-87480	
178.	Vaccinator	8	17890-53950	8	27500-87480	
179.	Projectionist-cum-Mechanic	8	17890-53950	8	27500-87480	
180.	Projectionist-cum-Operator	8	17890-53950	8	27500-87480	
181.	Photographer	8	17890-53950	8	27500-87480	
182.	House Keeper Gr.I	7	16400-49870	7	25220-80910	
183.	Radiological Physicist (K.G.H. Vizag)	7	16400-49870	7	25220-80910	
184.	Assistant Draughtsman	7	16400-49870	7	25220-80910	
185.	Medical Record Clerk	7	16400-49870	7	25220-80910	
186.	Caretaker (L.D.Cadre)	7	16400-49870	7	25220-80910	
187.	Rehabilitation Assistant	7	16400-49870	7	25220-80910	
188.	Lab Attendant (Including Lab Assistant in Teaching Hospitals)	7	16400-49870	7	25220-80910	
189.	Telephone Attendant	6 / 3 / 1	15460-47330 (P) 13780-42490 (P) 13000-40270 (FE)	6 / 3 / 1	23780-76730(P)/ 21200-65360 (P)/ 20000-61960 (FE)	
190.	Driver (H.V)	cc		cc		Common Category
191.	House Keeper Gr.II/ House Keeper	6	15460-47330	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
192.	Electrician Gr.II (K.G.H. Vizag)	6	15460-47330	6	23780-76730	
193.	Mechanic Gr.II	6	15460-47330	6	23780-76730	
194.	Modeller	6	15460-47330	6	23780-76730	
195.	Ambulance and Car Driver	6	15460-47330	6	23780-76730	
196.	Senior Electrical Pump Driver	6	15460-47330	6	23780-76730	
197.	Mould Technician (Sr)	6	15460-47330	6	23780-76730	
198.	Shroff/Cashier	cc		cc		Common Category
199.	Artist/Photographer	5 / 8	15030-46060 (UQ) 17890-53950 (Q)	5 / 8	23120-74770 (UQ)/ 27500-87480 (Q)	
200.	Carpenter	5 / 3	15030-46060 (P) 13780-42490 (FE)	5 / 3	23120-74770 (P)/ 21200-65360 (FE)	
201.	Carpenter Boy	5 / 2	15030-46060 (P) 13390-41380 (FE)	5 / 2	23120-74770 (P)/ 20600-63660 (FE)	
202.	Assistant Carpenter	5 / 1	15030-46060 (P) 13000-40270 (FE)	5 / 1	23120-74770 (P)/ 20000-61960 (FE)	
203.	Radiological Physicist	5	15030-46060	5	23120-74770	
204.	Sergeant	5	15030-46060	5	23120-74770	
205.	Museum Assistant- cum- Artist	5	15030-46060	5	23120-74770	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
206.	Assistant Tailor	5	15030-46060	5	23120-74770	
207.	Tailor	5	15030-46060	5	23120-74770	
208.	Bunai Instructor	5	15030-46060	5	23120-74770	
209.	Lift Operator	cc		cc		Common Category
210.	Lift Attendant	5	15030-46060	5	23120-74770	
211.	Senior Lift Attendant	5	15030-46060	5	23120-74770	
212.	Sergeant (K.G.H. Vizag)	5	15030-46060	5	23120-74770	
213.	Weaving Master/ Mistress	5	15030-46060	5	23120-74770	
214.	Record Assistant	cc		cc		Common Category
215.	Roneo Operator	cc		cc		Common Category
216.	Library Assistant/ Attendant	2	13390-41380	cc		Common Category
217.	Dark Room Attendant/ X-Ray Attendant	4 / 3	14600-44870 (P) 13780-42490 (FE)	4	22460-72810	
218.	Tailor	4	14600-44870	4	22460-72810	
219.	Steam Laundry Driver	4	14600-44870	4	22460-72810	
220.	Caretaker	4	14600-44870	4	22460-72810	
221.	House Keeper	4	14600-44870	4	22460-72810	
222.	B.M.Operator	4	14600-44870	4	22460-72810	
223.	Bore Well Mechanic	4	14600-44870	4	22460-72810	
224.	Boiler Mechanic	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
225.	Disinfectionist	4	14600-44870	4	22460-72810	
226.	Jamedar	cc		cc		Common Category
227.	Embalmer	4	14600-44870	4	22460-72810	
228.	Theatre Attendant/ Assistant	4	14600-44870	4	22460-72810	
229.	Tutor in Carpentry	4	14600-44870	4	22460-72810	
230.	Electrical Attendant	3 / 8	13780-42490 (FE) 17890- 53950 (P)	3 / 8	21200-65360 (FE)/ 27500- 87480 (P)	
231.	Assistant Mechanic	3 / 8	13780-42490 (FE) 17890- 53950 (P)	3 / 8	21200-65360 (FE)/ 27500- 87480 (P)	
232.	Head Tailor/Tailor	3	13780-42490	3	21200-65360	
233.	Artist-cum- Draughtsman	3	13780-42490	3	21200-65360	
234.	House Keeper	3	13780-42490	3	21200-65360	
235.	Blood Bank Technician	3	13780-42490	3	21200-65360	
236.	Eye Bank Technician	3	13780-42490	3	21200-65360	
237.	Artist (AMC Vizag)	3	13780-42490	3	21200-65360	
238.	Photo Artist Grade III	3	13780-42490	3	21200-65360	
239.	Artist Grade II	3	13780-42490	3	21200-65360	
240.	Dresser/ Dresser Grade I/ Dresser Grade II	3	13780-42490	3	21200-65360	
241.	Head Mali	cc		cc		Common Category
242.	Head Cook	3	13780-42490	3	21200-65360	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
243.	Fitter Maistry	3	13780-42490	3	21200-65360	
244.	Boiler Attendant	3	13780-42490	3	21200-65360	
245.	Pipe Line Fitter	3	13780-42490	3	21200-65360	
246.	Mould Technician (Jr)	3	13780-42490	3	21200-65360	
247.	Electrician	2 / 8	13390-41380 (FE)/ 17890-53950 (P)	2 / 8	20600-63660 (FE)/ 27500-87480 (P)	
248.	Tailor/Assistant Tailor	2 / 5	13390-41380/ 15030-46060	2 / 5	20600-63660 (FE)/ 23120-74770 (P)	
249.	Painter	2	13390-41380	2	20600-63660	
250.	Bearer-cum-Cook	2	13390-41380	2	20600-63660	
251.	Nursing Quarters' Cook	2	13390-41380	2	20600-63660	
252.	Electrician-cum-Plumber	2	13390-41380	2	20600-63660	
253.	Nursing Orderly Gr.I (Male/Female)	2	13390-41380	2	20600-63660	
254.	Floor Mill Operator	2	13390-41380	2	20600-63660	
255.	Technical Helper	2	13390-41380	2	20600-63660	
256.	Book Bearer	2	13390-41380	2	20600-63660	
257.	Cook-cum-Bearer	2	13390-41380	2	20600-63660	
258.	Cook	2	13390-41380	2	20600-63660	
259.	Head Cook	2	13390-41380	2	20600-63660	
260.	Assistant Cook	2	13390-41380	2	20600-63660	
261.	Dafedar	cc		cc		Common Category
262.	Tailor	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
263.	General Mechanic	1	13000-40270	1	20000-61960	
264.	Fireman	1	13000-40270	1	20000-61960	
265.	F.P. Attendant	1	13000-40270	1	20000-61960	
266.	Office Attendant	1	13000-40270	1	20000-61960	
267.	Head Dhobi/ Dhobi/ Asst. Dhobi	1	13000-40270	1	20000-61960	
268.	Cleaner	cc		cc		Common Category
269.	Animal Attender / Animal Keeper/ Animal Caretaker	1	13000-40270	1	20000-61960	
270.	Gardener	1	13000-40270	1	20000-61960	
271.	Lasker	1	13000-40270	1	20000-61960	
272.	Telephone Boy/ Telephone Attendant	1	13000-40270	1	20000-61960	
273.	Kitchen Boy	1	13000-40270	1	20000-61960	
274.	Waterman	1	13000-40270	1	20000-61960	
275.	Gate Peon/ Gate Boy/ Gate man/ Gate Porter	1	13000-40270	1	20000-61960	
276.	Bearer	1	13000-40270	1	20000-61960	
277.	Bus Cleaner	1	13000-40270	1	20000-61960	
278.	Daftari	1	13000-40270	1	20000-61960	
279.	Stocker	1	13000-40270	1	20000-61960	
280.	Games Boy	1	13000-40270	1	20000-61960	
281.	Gangman	1	13000-40270	1	20000-61960	
282.	Maty/Maty Boy	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
283.	Kamatan	1	13000-40270	1	20000-61960	
284.	Scavenger	cc		cc		Common Category
285.	Sweeper-cum-Scavenger	1	13000-40270	1	20000-61960	
286.	Helper	1	13000-40270	1	20000-61960	
287.	Sweeper	cc		cc		Common Category
288.	Museum Attendant/Assistant	1	13000-40270	1	20000-61960	
289.	Cook Maty	1	13000-40270	1	20000-61960	
290.	Kitchen Assistant/Kitchen Attendant	1	13000-40270	1	20000-61960	
291.	Assistant Kitchen Supervisor	1	13000-40270	1	20000-61960	
292.	Strecher Bearer/Strecher Boy	1	13000-40270	1	20000-61960	
293.	Pump Driver	1	13000-40270	1	20000-61960	
294.	Mess Maty	1	13000-40270	1	20000-61960	
295.	Water Woman/Waterman	1	13000-40270	1	20000-61960	
296.	Masalchi	1	13000-40270	1	20000-61960	
297.	Table Boy	1	13000-40270	1	20000-61960	
298.	Table Woman	1	13000-40270	1	20000-61960	
299.	Table Servant/Woman Servant	1	13000-40270	1	20000-61960	
300.	Drainage cooly/Drainage Cleaner	1	13000-40270	1	20000-61960	
301.	Attendant/Mortuary Attendant	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
302.	Disinfectioner	1	13000-40270	1	20000-61960	
303.	Porter	1	13000-40270	1	20000-61960	
304.	Chowkidar	1	13000-40270	1	20000-61960	
305.	Head Porter	1	13000-40270	1	20000-61960	
306.	Van Attendant	1	13000-40270	1	20000-61960	
307.	Pumpman	1	13000-40270	1	20000-61960	
308.	Pump Attendant	1	13000-40270	1	20000-61960	
309.	Mali	cc		cc		Common Category
310.	Malan	cc		cc		Common Category
311.	Truck Cleaner	1	13000-40270	1	20000-61960	
312.	Marker	1	13000-40270	1	20000-61960	
313.	Gas Plant Attendant	1	13000-40270	1	20000-61960	
314.	Nursing Quarters' Ayah	1	13000-40270	1	20000-61960	
315.	Nursing Quarters' Watchman	1	13000-40270	1	20000-61960	
316.	Ward Ayah/Ayah/ Ward Boy/ Ward Attendant	1	13000-40270	1	20000-61960	
317.	Messenger	1	13000-40270	1	20000-61960	
318.	First Class Attendant	1	13000-40270	1	20000-61960	
319.	Second Class Attendant	1	13000-40270	1	20000-61960	
320.	Female Attendant	1	13000-40270	1	20000-61960	
321.	Night Watchwoman	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
322.	Night Watchman	1	13000-40270	1	20000-61960	
323.	Contingent Watchman	1	13000-40270	1	20000-61960	
324.	Chlorination Mazdoor/ Anti Malaria Mazdoor	1	13000-40270	1	20000-61960	
325.	Pump Attender	1	13000-40270	1	20000-61960	
326.	Bore Well Cleaner	1	13000-40270	1	20000-61960	
327.	Ambulance Attendant	1	13000-40270	1	20000-61960	
328.	Watchman/Gurka Watchman	1	13000-40270	1	20000-61960	
329.	Hand Ironer/Ironer	1	13000-40270	1	20000-61960	
330.	Barber	1	13000-40270	1	20000-61960	
331.	Dusting Woman	1	13000-40270	1	20000-61960	
332.	Grinding Woman	1	13000-40270	1	20000-61960	
333.	Servant Girl	1	13000-40270	1	20000-61960	
334.	Lachies	1	13000-40270	1	20000-61960	
335.	Servant Boy/ Domestic Servant	1	13000-40270	1	20000-61960	
336.	Cleaner Attendant	1	13000-40270	1	20000-61960	
337.	Attendant	1	13000-40270	1	20000-61960	
338.	Thoty (Male/Female)	1	13000-40270	1	20000-61960	
339.	Nursing Orderly Gr.II (Male/Female)	1	13000-40270	1	20000-61960	
340.	Packer	1	13000-40270	1	20000-61960	
341.	Kamaties	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
342.	Technician	1	13000-40270	1	20000-61960	
343.	Watchman/Gate Keeper	1	13000-40270	1	20000-61960	
344.	Lift Attender/Junior Lift Attendant	1	13000-40270	1	20000-61960	
345.	Field Assistant	1	13000-40270	1	20000-61960	
346.	Tracer	1	13000-40270	1	20000-61960	
347.	Public Health Maistry	1	13000-40270	1	20000-61960	
348.	Khalasi	1	13000-40270	1	20000-61960	
349.	Other Hospital Servant	1	13000-40270	1	20000-61960	
350.	Clinical Attendant	1	13000-40270	1	20000-61960	

Posts under Director of Medical Education in Medical Colleges

VIJAYAWADA

1.	Principal (Addl. DME cadre) Govt. Dental College & Hospital	31	80930-110850	31	124380-179000	
2.	Lecturer in Statistics, SMC	19	31460-84970	20	54060-140540	
3.	Pharmaceutical Chemist, SMC	19	31460-84970	19	48440-137220	
4.	Lecturer in Bio-Physics SMC	19	31460-84970	19	48440-137220	
5.	Epidemiologist SMC	19	31460-84970	19	48440-137220	
6.	Store Keeper, SMC	11	21230-63010	11	32670-101970	
7.	Health Inspector, SMC	9	18400-55410	9	28280-89720	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
8.	Assistant Electrical Helper, G.G.H	8	17890-53950	8	27500-87480	
9.	Assistant Mechanical Helper, G.G.H,	8	17890-53950	8	27500-87480	
10.	Artist, Grade.I, SMC	7	16400-49870	7	25220-80910	
11.	Electrician Govt. Dental College & Hospital	6	15460-47330	6	23780-76730	
12.	Mechanic, SMC	4	14600-44870	4	22460-72810	
13.	Sports Marker, SMC	2	13390-41380	2	20600-63660	
VISAKHAPATNAM						
14.	Pump Perfusionist, KGH,	20	35120-87130	20	54060-140540	
15.	Lecturer in Nuclear Medicine, KGH	19	31460-84970	19	48440-137220	
16.	Multipurpose Health Extension Officer Regional Eye Hospital	15	25140-73270	16	40970-124380	
17.	Artist-cum-Draftsman, Grade I, AMC	11	21230-63010	11	32670-101970	
18.	Artist-cum-Draftsman, Grade. II, AMC	11	21230-63010	11	32670-101970	
19.	Artist-cum-Draftsman, Grade.III, AMC	11	21230-63010	11	32670-101970	
20.	Senior Cardiology Technician, KGH	11	21230-63010	11	32670-101970	
21.	E.E.G. Technician, Govt. Hospital for Mental Care	10	19500-58330	10	29980-94500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
22.	Deputy Overseer, Govt. Hospital for Mental Care,	8	17890-53950	8	27500-87480	
23.	Clerk-cum-Telephone Operator, Govt. Hospital for Mental Care	7	16400-49870	7	25220-80910	
24.	Radiological Physicist KGH	7	16400-49870	7	25220-80910	
25.	Head Cook, RCD Hospital,	6	15460-47330	6	23780-76730	
26.	Electrician, Grade-II, RCD Hospital,	5	15030-46060	5	23120-74770	
27.	Carpentry Instructor, Govt. Hospital for Mental Care	5	15030-46060	5	23120-74770	
28.	Electrician, Grade-II, KGH	4	14600-44870	4	22460-72810	
29.	Borewell Driver, Govt. Hospital for Mental Care and K.G.H.,	2	13390-41380	2	20600-63660	
30.	Projectionist AMC	1	13000-40270	1	20000-61960	
GUNTUR						
31.	Physicist GMC	22	40270-93780	22	61960-151370	
32.	Physiotherapist Govt. General Hospital	13	23100-67990	13	35570-109910	
33.	Laundry Mechanic (GGH,	9	18400-55410	9	28280-89720	
34.	Fitter Maistry (GMC)	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
35.	Gas Cleaner GMC	1	13000-40270	1	20000-61960	
36.	Gas Mechanic GMC	1	13000-40270	1	20000-61960	
37.	Projectionist GMC					
KAKINADA						
38.	Reader RMC,	25	49870-100770	25	76730-162780	
39.	Physicist G.G.H.L,	22	40270-93780	22	61960-151370	
40.	Physiotherapist G.G.H.L,	19 / 13	31460-84970 [Physiotherapist (Lep.) on deputation]/ 23100-67990	19 / 13	48440-137220 [Physiotherapist (Lep.) on deputation] / 35570-109910	
41.	Supervisor (Civil) RMC	12	22460-66330	12	34580-107210	
42.	Projectionist-cum-Mechanic G.G.H	8	17890-53950	8	27500-87480	
43.	Line Inspector RMC,	6	15460-47330	6	23780-76730	
44.	Electrician, Grade-II RMC,	6	15460-47330	6	23780-76730	
45.	Fitter RMC	4	14600-44870	4	22460-72810	
TIRUPATI						
46.	Lecturer in Paediatrics Govt. Maty. Hospital,	25	49870-100770	25	76730-162780	
47.	Physicist SVRR GGH,	22	40270-93780	22	61960-151370	
48.	Clinical Psychologist SVMC	20	35120-87130	20	54060-140540	
49.	Physiotherapist SVRR GGH	19 / 13	31460-84970 [Physiotherapist (Lep.) on deputation]/ 23100-67990	19 / 13	48440-137220 [Physiotherapist (Lep.) on deputation]/ 35570-109910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
50.	Multipurpose Health Extension Officer (SVMC, Tirupati & SVRRGG Hospital	15	25140-73270	16	40970-124380	
51.	Perfusion Technician SVRR GGH,	13	23100-67990	13	35570-109910	
52.	Research Asst. SVRR GGH,	12	22460-66330	12	34580-107210	
53.	Dental Technician SVRR GGH	11	21230-63010	11	32670-101970	
54.	Warden SVRR GGH	5	15030-46060	5	23120-74770	
53.	Radiological Physicist (GGH, Kurnool)	22	40270-93780	22	61960-151370	
54.	Ortho Technician (GGH, Kurnool)	12	22460-66330	12	34580-107210	
Post not included in 2015 Pay Revision Commission						
1.	Public Relation Officer			20	54060-140540	Ref: G.O. Ms. No.20 HM&FW Department dated 9-2-2019

19. (d). DRUGS CONTROL ADMINISTRATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	29	66330-108330	29	101970-174790	
2.	Joint Director	26	52590-103290	26	80910-166680	
3.	Joint Director (Lab)	26	52590-103290	26	80910-166680	
4.	Deputy Director	24	46060-98440	24	70850-158880	
5.	Senior Scientific Officer	23	42490-96110	24	70850-158880	
6.	Assistant Director (Technical)	21	37100-91450	21	57100-147760	
7.	Assistant Director (N.T.)	21	37100-91450	21	57100-147760	
8.	Junior Scientific Officer	20	35120-87130	21	57100-147760	
9.	Drugs Inspector	19	31460-84970	20	54060-140540	
10.	Superintendent	cc		cc		Common Category
11.	Special Category Stenographer	cc		cc		Common Category
12.	Personal Assistant (of the rank of Superintendent)	17	28940-78910	18	45830-130580	
13.	Junior Analyst	17	28940-78910	18	45830-130580	
14.	Senior Assistant	cc		cc		Common Category
15.	Upper Division Steno	cc		cc		Common Category
16.	Junior Assistant	cc		cc		Common Category
17.	Lower Division Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Junior Assistant-cum-Typist	cc		cc		Common Category
19.	Electrician	8 / 3	17890-53950 (P) 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
20.	Senior Driver	cc		cc		Common Category
21.	Lab. Technician	7	16400-49870	7	25220-80910	
22.	Typist	cc		cc		Common Category
23.	Driver	cc		cc		Common Category
24.	Motor Cycle Messenger	cc		cc		Common Category
25.	Record Assistant	cc		cc		Common Category
26.	Roneo Operator	cc		cc		Common Category
27.	Xerox Operator	cc		cc		Common Category
28.	Lab. Attendant	4	14600-44870	4	22460-72810	
29.	Jamedar	cc		cc		Common Category
30.	Office Subordinate (formerly Attender)	cc		cc		Common Category
31.	Mali	cc		cc		Common Category
32.	Animal Keeper	1	13000-40270	1	20000-61960	
33.	Watchman	cc		cc		Common Category
34.	Sweeper	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
35.	Scavenger	cc		cc		Common Category
<u>Employees Re-deployed from erstwhile Hyderabad Allwyn Ltd.</u>						
1.	Supervisor (C)	11	21230-63010	11	32670-101970	
2.	Supervisor (T)	10	19500-58330	10	29980-94500	
3.	Worker	3	13780-42490	3	21200-65360	

**19. (e). INSTITUTE OF PREVENTIVE MEDICINE, PUBLIC HEALTH LABS. & FOOD
(HEALTH) ADMINISTRATION**

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	32	87130-110850	32	133900-179000	
2.	Additional Director	31	80930-110850	31	124380-179000	
3.	Deputy Director (Medical) (Special Grade Civil Surgeon)	29	66330-108330	29	101970-174790	
4.	Civil Surgeon (Bacteriologist)	28	61450-105810	28	94500-170580	
5.	Civil Surgeon (Pathologist)	28	61450-105810	28	94500-170580	
6.	Civil Surgeon (Microbiologist)	28	61450-105810	28	94500-170580	
7.	Chief Public Analyst	26	52590-103290	26	80910-166680	
8.	Chief Water Analyst	26	52590-103290	26	80910-166680	
9.	Joint Food Controller	26	52590-103290	26	80910-166680	
10.	Chief Veterinary Surgeon					Drafted from A & H Dept.,
11.	Deputy Civil Surgeon	25	49870-100770	25	76730-162780	
12.	Deputy Chief Public Analyst	24	46060-98440	25	76730-162780	
13.	Deputy Director (Bio-chemist)	24	46060-98440	24	70850-158880	
14.	Deputy Chief Water Analyst	23	42490-96110	24	70850-158880	
15.	Senior Scientific Officer/Senior Scientific Officer (Micro Biologist)	23	42490-96110	24	70850-158880	On par with same category in Drug Control Admin

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Deputy Food Controller/ Deputy Food Controller (Technical Officer)	24	46060-98440	24	70850-158880	
17.	Deputy Director (Admn.)	24	46060-98440	24	70850-158880	
18.	Deputy Director (LW&PR)	24	46060-98440	24	70850-158880	
19.	Civil Assistant Surgeon	22	40270-93780	22	61960-151370	
20.	Lay Secretary & Treasurer Gr.I	22	40270-93780	22	61960-151370	
21.	Assistant Food Controller	22	40270-93780	22	61960-151370	
22.	Gazetted Assistant	20	35120-87130	22	61960-151370	On par with Lay Secretary & Treasurer Gr-I
23.	Accounts Officer	22	40270-93780	22	61960-151370	
24.	Assistant Divisional Engineer	21	37100-91450	21	57100-147760	
25.	Junior Scientific Officer / Junior Scientific Officer (Analyst)	20	35120-87130	21	57100-147760	On par with same category in Drug Control Admin
26.	Senior Analyst (Bio-chemistry)	20	35120-87130	21	57100-147760	
27.	Veterinary Assistant Surgeon					Drafted from A&H Dept.,
28.	Assistant Director (Production)	21	37100-91450	21/20	57100-147760(P.I.)/ 54060-140540 (F.E.)	
29.	Senior Analyst (Water)	20	35120-87130	20	54060-140540	
30.	Senior Analyst (Quality Control)	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Senior Analyst (Antigen & Antisera)	20	35120-87130	20	54060-140540	
32.	Lay Secretary & Treasurer Grade-II.	20	35120-87130	20	54060-140540	
33.	Gazetted Food Inspector	20	35120-87130	20	54060-140540	
34.	Assistant Director (Virology)	19	31460-84970	20	54060-140540	On par with Assistant Director (Production)
35.	Law Officer	19	31460-84970	19	48440-137220	
36.	Cost Accountant	19	31460-84970	19	48440-137220	
37.	Junior Engineer	19	31460-84970	19	48440-137220	
38.	Superintendent	cc		cc		Common Category
39.	Accountant	cc		cc		Common Category
40.	Special Category Steno	cc		cc		Common Category
41.	Head Nurse	18	29760-80930	18	45830-130580	
42.	Statistician	17	28940-78910	18	45830-130580	
43.	Junior Analyst	17	28940-78910	18	45830-130580	
44.	Food Safety Officer	17	28940-78910	18	45830-130580	On par with Junior Analyst (GO Ms 165 HM&FW dt 26-10-2017)
45.	Librarian	16	26600-77030	16	40970-124380	
46.	Staff Nurse	15	25140-73270	16	40970-124380	On par with same category in M&H Dept.

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
47.	Junior Veterinary Officer					Drafted from Animal Husbandry Dept
48.	Multipurpose Health Extension Officer (Formerly Health Supervisor)	15	25140-73270	16	40970-124380	
49.	Lab Technician, Grade-I	15	25140-73270	15	38720-118390	
50.	Pharmacist Grade-I	14	24440-71510	15	38720-118390	
51.	Mechanical Supervisor	14 / 12	24440-71510 (PI)/ 22460-66330 (FE)	14 / 12	37640-115500 (PI)/ 34580-107210 (FE)	
52.	Senior Assistant	cc		cc		Common Category
53.	Senior Steno/U.D. Steno	cc		cc		Common Category
54.	Multipurpose Health Supervisor (formerly Sanitary Inspector)	13	23100-67990	14	37640-115500	
55.	Sample Custodian	13/11	23100-67990 (P)/ 21230-63010 (FE)/	13/12	35570-109910 (P)/ 34580-107210 (FE)	On par with Lab Tech Gr-II
56.	Pharmacist Grade-II	11	21230-63010	13	35570-109910	
57.	Senior Technical Assistant	13	23100-67990	13	35570-109910	
58.	Technical Assistant	11	21230-63010	12	34580-107210	On par with Lab Tech Gr-II
59.	Chemist (Cholera)	9	18400-55410	12	34580-107210	On par with Lab Tech Gr-II

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
60.	Lab. Technician, Grade-II	11	21230-63010	12	34580-107210	
61.	Photographer-cum-Artist	11	21230-63010	11	32670-101970	
62.	Mechanic, Grade-I	11/8	21230-63010 (to those approached Hon'ble APAT in O.A.No. 2187/98 as per memo No.1068/ L1/94, HM&FW (L1) Dept., Dt. 23.12.99)/ 17890-53950 (FE)	11/8	32670-101970 (to those approached Hon'ble APAT in O.A.No. 2187/98 as per memo No.1068/ L1/94, HM&FW (L1) Dept., Dt. 23.12.99)/ 27500-87480 (FE)	
63.	Electrician, Grade.I	11 / 6	21230-63010 (to those approached Hon'ble APAT in O.A.No. 2187/98 as per memo No.1068/L1/94, HM & FW (L1) Dept., Dt. 23.12.99)/ 15460-47330 (FE)	11 / 6	32670-101970(to those approached Hon'ble APAT in O.A.No. 2187/98 as per memo No.1068/L1/94, HM & FW (L1) Dept., Dt. 23.12.99)/ 23780-76730 (FE)	
64.	Senior Mechanic	11 / 8 / 6	21230-63010 (to those approached Hon'ble APAT in O.A.No.2187/98 as per memo No.1068/L1/94,HM &FW (L1) Dept., Dt. 23.12.99)/ 17890-53950 (P)/ 15460-47330(FE)	11 / 8 / 6	32670-101970. (to those approached Hon'ble APAT in O.A.No.2187/98 as per memo No.1068/L1/94,HM &FW (L1) Dept., Dt. 23.12.99)/ 27500-87480 (P)/ 23780-76730 (FE)	
65.	Refrigeration Mechanic	11 / 8 / 6	21230-63010 (to those approached Hon'ble APAT in O.A.No.2187/98 as per memo No.1068/L1/94,HM &FW (L1) Dept., Dt. 23.12.99)/ 17890-53950 (P)/ 15460-47330(FE) (for those in the 1978 pay scale of ₹.450-700)	11 / 8 / 6	32670-101970. (to those approached Hon'ble APAT in O.A.No.2187/98 as per memo No.1068/L1/94,HM &FW (L1) Dept., Dt. 23.12.99)/ 27500-87480 (P)/ 23780-76730 (FE) (for those in the 1978 pay scale of ₹.450-700)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
66.	Electrical Mechanic	11 / 8 / 4	21230-63010 (to those approached Hon'ble APAT in O.A.No. 2187/98 as per memo No.1068/L1/94, HM &FW (L1) Dept., Dt. 23.12.99)/ 17890-53950 (P)/ 15460-47330(FE) (for those in the 1978 pay scale of ₹.450-700)	11 / 8 / 4	32670-101970 (to those approached Hon'ble APAT in O.A.No. 2187/98 as per memo No.1068/L1/94, HM &FW (L1) Dept., Dt. 23.12.99)/ 27500-87480 (P)/ 22460-72810 (FE) (for those in the 1978 pay scale of ₹.450-700)	
67.	Boiler Mechanic	10	19500-58330	10	29980-94500	
68.	Junior Assistant	cc		cc		Common Category
69.	Junior Stenographer	cc		cc		Common Category
70.	Typist	cc		cc		Common Category
71.	L.D. Store Keeper	cc		cc		Common Category
72.	Junior Assistant-cum-Typist	cc		cc		Common Category
73.	Senior Boiler Attendant	8	17890-53950	8	27500-87480	
74.	Electrician Grade-II (Personal to those with qualification prescribed under the service rules)	8 / 4	17890-53950 (P) / 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
75.	Mechanic (Refrigeration) (for those in the 1978 Pay Scale of ₹.410-625)	8 / 4	17890-53950 (P) 14600-44870	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
76.	Junior Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
77.	Mechanic (Electrical)	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
78.	Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
79.	Assistant Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
80.	Plumber	8 / 2	17890-53950 (If the existing incumbent possesses the qualification mentioned in the service rule) / 13390-41380 (FE)	8 / 2	27500-87480. (If the existing incumbent possesses the qualification mentioned in the service rule) / 20600-63660 (FE)	
81.	Vaccinator	8	17890-53950	8	27500-87480	
82.	Sample Taker	8	17890-53950	8	27500-87480	
83.	Driver (H.V)	cc		cc		Common Category
84.	Telephone Operator	cc		cc		Common Category
85.	Laboratory Attendant (as per G.O.459, HM&FW (L1) Dept., Dt.8.9.94 one must be trained to hold the post of Lab Attendant/G.O. (P)No.507, Finance, Dt.10.6.2004) 7520- 22430 (to those who posses Lab Attendant Certificate)	7 / 1	16400-49870 (Q) / 13000-40270 (UQ)	7 / 1	25220-80910 (Q) / 20000-61960 (UQ)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
86.	Telephone Attendant (Designation may be changed and these posts may be abolished after conversion)	7 / 1	16400-49870 (P)/ 13000-40270(FE)	7 / 1	25220-80910 (Q) / 20000-61960 (UQ)	
87.	Driver (Light Vehicle)	cc		cc		Common Category
88.	Driver-cum-Cleaner	6	15460-47330	6	23780-76730	
89.	Motor Cycle Messenger	cc		cc		Common Category
90.	Shroff	cc		cc		Common Category
91.	Sargeant	5	15030-46060	5	23120-74770	
92.	Carpenter	5 / 3	15030-46060 (P) 13780-42490 (FE)	5 / 3	23120-74770 (P)/ 21200-65360 (FE)	
93.	Junior Boiler Attendant	4	14600-44870	4	22460-72810	
94.	Record Assistant	cc		cc		Common Category
95.	Assistant Sergeant	3	13780-42490	3	21200-65360	
96.	Animal Attendant	1	13000-40270	1	20000-61960	
97.	Sealer	1	13000-40270	1	20000-61960	
98.	Packer	1	13000-40270	1	20000-61960	
99.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
100.	Dhobi	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
101.	Barber	1	13000-40270	1	20000-61960	
102.	Office Subordinate (formerly Attender)	cc		cc		Common Category
103.	Chowkidar / Watchman	cc		cc		Common Category
104.	Kamati	cc		cc		Common Category
105.	Scavenger	cc		cc		Common Category
106.	Sweeper	cc		cc		Common Category
107.	Cleaner	cc		cc		Common Category
108.	Mali	cc		cc		Common Category
109.	Thoty	1	13000-40270	1	20000-61960	
110.	Helper	1	13000-40270	1	20000-61960	

**19. (f). AYURVEDA, YOGA, NATUROPATHY, UNANI, SIDDHA AND
HOMEOPATHY (AYUSH) DEPARTMENT**

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Director (Ayurveda)	29	66330-108330	29	101970-174790	
3.	Additional Director (Unani)	29	66330-108330	29	101970-174790	
4.	Additional Director (Homoeo)	29	66330-108330	29	101970-174790	
5.	Principal (Ayurveda)	29	66330-108330	29	101970-174790	
6.	Principal (Unani)	29	66330-108330	29	101970-174790	
7.	Principal (Homoeo)	29	66330-108330	29	101970-174790	
8.	Professor (P.G) (Ayur.)	29	66330-108330	29	101970-174790	
9.	Professor (P.G) (Unani)	29	66330-108330	29	101970-174790	
10.	Professor P.G. (Homoeo)	29	66330-108330	29	101970-174790	
11.	Chief Medical Officer (Ayur)	26	52590-103290	26	80910-166680	
12.	Chief Medical Officer (Unani)	26	52590-103290	26	80910-166680	
13.	Chief Medical Officer (Homoeo)	26	52590-103290	26	80910-166680	
14.	Regional Deputy Director	26	52590-103290	26	80910-166680	
15.	Superintendent of the Hospital (Ayurveda)	26	52590-103290	26	80910-166680	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Superintendent of the Hospital (Unani)	26	52590-103290	26	80910-166680	
17.	Superintendent of the Hospital (Homoeo.)	26	52590-103290	26	80910-166680	
18.	Research Officer (Ayur.)	26	52590-103290	26	80910-166680	
19.	Research Officer (Unani)	26	52590-103290	26	80910-166680	
20.	Research Officer (Homoeo)	26	52590-103290	26	80910-166680	
21.	Chief Superintendent, Indian Medicine Pharmacy (Ayurveda)	26	52590-103290	26	80910-166680	
22.	Chief Superintendent, Indian Medicine Pharmacy (Unani)	26	52590-103290	26	80910-166680	
23.	Superintendent, Herbarium	26	52590-103290	26	80910-166680	
24.	Inspector, Board of Indian Medicine	26	52590-103290	26	80910-166680	
25.	Resident Medical Officer (Ayurveda)	26	52590-103290	26	80910-166680	
26.	Resident Medical Officer (Unani)	26	52590-103290	26	80910-166680	
27.	Professor (Ayur.) (U.G)	26	52590-103290	26	80910-166680	
28.	Professor (Unani) (U.G)	26	52590-103290	26	80910-166680	
29.	Professor (Homoeo) (U.G)	26	52590-103290	26	80910-166680	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
30.	Reader, P.G. (Unani)	26	52590-103290	26	80910-166680	
31.	Reader, P.G. (Ayur.)	26	52590-103290	26	80910-166680	
32.	Deputy Civil Surgeon (Ophthalmology)	25	49870-100770	25	76730-162780	
33.	Deputy Civil Surgeon (Surgical)	25	49870-100770	25	76730-162780	
34.	Deputy Civil Surgeon (Gyn. Obst.)	25	49870-100770	25	76730-162780	
35.	Deputy Civil Surgeon (Dental) (Gazetted)	25	49870-100770	25	76730-162780	
36.	Deputy Director (Admn.)	24	46060-98440	24	70850-158880	
37.	Senior Medical Officer (Ayur.)	23	42490-96110	23	65360-154980	
38.	Senior Medical Officer (Unani)	23	42490-96110	23	65360-154980	
39.	Senior Medical Officer (Homoeo)	23	42490-96110	23	65360-154980	
40.	Lecturer, P.G. (Ayur) (Gazetted)	23	42490-96110	23	65360-154980	
41.	Lecturer, P.G. (Unani)	23	42490-96110	23	65360-154980	
42.	Asst. Professor (Ayur.)	23	42490-96110	23	65360-154980	
43.	Asst. Professor (Homoeo)	23	42490-96110	23	65360-154980	
44.	Asst. Professor (Unani)	23	42490-96110	23	65360-154980	
45.	Ayurvedic Assistant	23	42490-96110	23	65360-154980	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
46.	Unani Assistant	23	42490-96110	23	65360-154980	
47.	Museum Assistant-cum-Laboratory Assistant	23	42490-96110	23	65360-154980	
48.	Assistant Research Officer (Homeo)	23	42490-96110	23	65360-154980	
49.	Assistant Research Officer (Ayurveda)	23	42490-96110	23	65360-154980	
50.	Assistant Research Officer (Unani)	23	42490-96110	23	65360-154980	
51.	Medical Officer for Pharmacy & Herbal Garden	21	37100-91450	21	57100-147760	
52.	Medical Officer (Ayur.)	21	37100-91450	21	57100-147760	
53.	Medical Officer (Unani)	21	37100-91450	21	57100-147760	
54.	Medical Officer (Homoeo)	21	37100-91450	21	57100-147760	
55.	Lecturer (Ayur.)	20	35120-87130	21	57100-147760	
56.	Lecturer (Unani)	20	35120-87130	21	57100-147760	
57.	Lecturer (Homoeo)	20	35120-87130	21	57100-147760	
58.	Technical Assistant P.G. (Ayurveda)	20	35120-87130	21	57100-147760	
59.	Technical Assistant P.G. (Unani)	20	35120-87130	21	57100-147760	
60.	Inspecting Medical Officer (Ayurveda)	20	35120-87130	21	57100-147760	
61.	Drug Inspector (Ayurveda)	19	31460-84970	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
62.	Drug Inspector (Unani)	19	31460-84970	21	57100-147760	
63.	Drug Inspector (Homoeo)	19	31460-84970	21	57100-147760	
64.	Pathologist-cum-Bio-Chemist	20	35120-87130	20	54060-140540	
65.	Bio-Chemist	20	35120-87130	20	54060-140540	
66.	Anaesthetist	20	35120-87130	20	54060-140540	
67.	Radiologist	20	35120-87130	20	54060-140540	
68.	Accounts Officer	20	35120-87130	20	54060-140540	
69.	Administrative Officer	20	35120-87130	20	54060-140540	
70.	Lay Secretary and Treasurer Grade-II	20	35120-87130	20	54060-140540	
71.	Scientific Officer	19	31460-84970	19	48440-137220	
72.	Head Nurse (formerly known as Senior Sister)	18	29760-80930	18	45830-130580	
73.	Office Superintendent	cc		cc		Common Category
74.	Deputy Statistical Officer (Former Bio-statistician)	17	28940-78910			Drafted from E&S dept
75.	Librarian, Research Department (Ayurveda.)	16	26600-77030	16	40970-124380	
76.	Senior Auditor (Directorate)/ Supdt.	16	26600-77030	16	40970-124380	
77.	Staff Nurse	15	25140-73270	16	40970-124380	On par with same category in M&H Dept.

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
78.	Scientific Assistant	15	25140-73270	15	38720-118390	
79.	Librarian	13	23100-67990	14	37640-115500	
80.	Senior Assistant	cc		cc		Common Category
81.	Upper Division Accountant	cc		cc		Common Category
82.	Store keeper Gr-II	cc		cc		Common Category
83.	Upper Division Steno	cc		cc		Common Category
84.	Radiographer	13	23100-67990	13	35570-109910	
85.	Pharmaceutical Chemist	12	22460-66330	12	34580-107210	
86.	Ophthalmic Technician	12	22460-66330	12	34580-107210	
87.	Technician (Refractionist)	12	22460-66330	12	34580-107210	
88.	Stock Verifier	12	22460-66330	12	34580-107210	
89.	Lab Technician	11	21230-63010	12	34580-107210	On par with same category in M&H Dept
90.	Manager-cum-Supervisor (Hospital Supervisor-cum-Steward/ Steward)	11	21230-63010	12	34580-107210	Common Category (In Senior Assistant scale)
91.	Agricultural Assistant	11	21230-63010	11	32670-101970	
92.	Electrician Grade-I	11	21230-63010	11	32670-101970	
93.	Electric Pump Driver	11	21230-63010	11	32670-101970	
94.	Artist	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
95.	Photo Artist	11	21230-63010	11	32670-101970	
96.	Compounder (Ayur.)	9	18400-55410	11	32670-101970	
97.	Compounder (Unani)	9	18400-55410	11	32670-101970	
98.	Compounder (Homoeo)	9	18400-55410	11	32670-101970	
99.	Lady Superintendent	10	19500-58330	10	29980-94500	
100.	Auxiliary Nurse Mid-wife	10	19500-58330	10	29980-94500	
101.	Maternity Assistant	9	18400-55410	9	28280-89720	
102.	Dark Room Assistant	9	18400-55410	9	28280-89720	
103.	Store Keeper Gr-III	cc		cc		Common Category (In Junior Assistant scale)
104.	Junior Assistant	cc		cc		Common Category
105.	Clerk-cum-Typist	cc		cc		Common Category
106.	Typist	cc		cc		Common Category
107.	Lower Division Steno	cc		cc		Common Category
108.	Supervisor	7	16400-49870	9	28280-89720	On par with Junior Assistant
109.	Electrician Grade-II	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
110.	Photographer	8	17890-53950	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
111.	Driver (H.V.)	cc		cc		Common Category
112.	Telephone Operator	cc		cc		Common Category
113.	House Keeper	6	15460-47330	6	23780-76730	
114.	Driver (L.V.)	cc		cc		Common Category
115.	Jeep Driver	cc		cc		Common Category
116.	Ambulance Driver	6	15460-47330	6	23780-76730	
117.	Jarrah/Dresser	6	15460-47330	6	23780-76730	
118.	Register Writer	6	15460-47330	6	23780-76730	
119.	Cashier	cc		cc		Common Category
120.	Shroff	cc		cc		Common Category
121.	Tailor	5 / 3	15030-46060 (P) 13780-42490 (FE)	5 / 3	23120-74770 (P)/ 21200-65360 (FE)	
122.	Lab. Assistant/Lab Attendant, PG Unit (Ayurveda)	5 / 3	15030-46060 (P) 13780-42490 (FE)	5 / 3	23120-74770 (P)/ 21200-65360 (FE)	
123.	Lab Assistant /Lab Attendant, P.G. Unit (Unani)	5 / 3	15030-46060 (P) 13780-42490 (FE)	cc		Common Category
124.	Carpenter	5 / 2	15030-46060 (P) 13390-41380 (FE)	5 / 2	23120-74770 (P)/ 20600-63660 (FE)	
125.	Technician	5	15030-46060	5	23120-74770	
126.	Head Massagist	5	15030-46060	5	23120-74770	
127.	Electric Lift Operator	5	15030-46060	5	23120-74770	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
128.	Record Assistant	cc		cc		Common Category
129.	Roneo Operator	cc		cc		Common Category
130.	Mechanic	4 / 8	14600-44870 (FE) / 17890-53950 (for those qualified as per rules)	4 / 8	22460-72810 (FE) / 27500-87480 (for those qualified as per rules)	
131.	Book Keeper	4	14600-44870	4	22460-72810	
132.	Jamedar	cc		cc		Common Category
133.	Theatre Attender	4	14600-44870	4	22460-72810	
134.	Lab. Boy/ Lab Attendant	3 / 1	13780-42490 (Q)/ 13000-40270 (UQ)	3 / 1	21200-65360 (Q)/ 20000-61960 (UQ)	
135.	Daya	3	13780-42490	3	21200-65360	
136.	Field-man	3	13780-42490	3	21200-65360	
137.	Massagist	3	13780-42490	3	21200-65360	
138.	Dafedar	cc		cc		Common Category
139.	Cook/Assistant Cook	2	13390-41380	2	20600-63660	
140.	Nursing Orderly	1	13000-40270	1	20000-61960	
141.	Dhobi	1	13000-40270	1	20000-61960	
142.	Barber	1	13000-40270	1	20000-61960	
143.	X-Ray Attender	1	13000-40270	1	20000-61960	
144.	Packer	1	13000-40270	1	20000-61960	
145.	Daftardar	1	13000-40270	1	20000-61960	
146.	Office Subordinate	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
147.	Museum Curator	1	13000-40270	1	20000-61960	
148.	Herb Collector	1	13000-40270	1	20000-61960	
149.	Kamgar (Demonstrator Maistry)	1	13000-40270	1	20000-61960	
150.	Ploughman	1	13000-40270	1	20000-61960	
151.	Maitee	1	13000-40270	1	20000-61960	
152.	Jawan	1	13000-40270	1	20000-61960	
153.	Chowkidar	cc		cc		Common Category
154.	Watchman	cc		cc		Common Category
155.	Sweeper	cc		cc		Common Category
156.	Farrash	cc		cc		Common Category
157.	Scavenger	cc		cc		Common Category
158.	Scavenger-cum- Sweeper	1	13000-40270	1	20000-61960	
159.	Thoty	1	13000-40270	1	20000-61960	
160.	Waterman	1	13000-40270	1	20000-61960	
161.	Kamaton	1	13000-40270	1	20000-61960	
162.	Cleaner	cc		cc		Common Category
163.	Ambulance Cleaner	1	13000-40270	1	20000-61960	
164.	Telephone Boy	1	13000-40270	1	20000-61960	
165.	Book Bearer	1	13000-40270	1	20000-61960	
166.	Ayah	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
167.	Attender (Oil Extraction Unit)	1	13000-40270	1	20000-61960	
168.	Mali	cc		cc		Common Category
169.	Mali for Herbal Garden	cc		cc		Common Category
170.	Cycle Orderly	cc		cc		Common Category
171.	Ward Boy	1	13000-40270	1	20000-61960	
<u>Employees Re-deployed from Erstwhile Hyderabad Allwyn Ltd.</u>						
1.	Supervisor (C)	11	21230-63010	11	32670-101970	
2.	Worker (Technical)	8	17890-53950	8	27500-87480	
3.	Worker (un skilled Staff)	5	15030-46060	5	23120-74770	
4.	Worker (Technical)	3	13780-42490	3	21200-65360	
5.	Worker (un skilled)	3	13780-42490	3	21200-65360	
6.	Worker (cons)	1	13000-40270	1	20000-61960	
<u>A.P. YOGADHYAYANA PARISHAD</u>						
1.	Principal of Gandhi Naturopathic Medical College	28	61450-105810	29	101970-174790	On par with Principal (Ayurveda)
2.	Director, Vemana Yoga Research Institute	28	61450-105810	29	101970-174790	On par with Principal GNMC
3.	Secretary, A.P Yogadhyayana Parishad	26	52590-103290	26	80910-166680	
4.	Research Professor of Vemana Yoga Research Institute	26	52590-103290	26	80910-166680	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.	Superintendent	26	52590-103290	26	80910-166680	
6.	Chief Medical Officer	26	52590-103290	26	80910-166680	
7.	Senior Medical Officer of Nature Cure Hospital	23	42490-96110	23	65360-154980	
8.	Senior Lecturer of Nature Cure College	23	42490-96110	23	65360-154980	
9.	Junior Lecturer of Nature Cure College	21	37100-91450	21	57100-147760	
10.	Junior Medical Officer of Nature Cure Hospital	21	37100-91450	21	57100-147760	
11.	Bio-Medical Engineer	20	35120-87130	20	54060-140540	
12.	Bio-Chemist	20	35120-87130	20	54060-140540	
13.	Lecturer in Yoga	19	31460-84970	19	48440-137220	
14.	Administrative Officer	17	28940-78910	18	45830-130580	
15.	Accounts Officer	17	28940-78910	18	45830-130580	On par with Jr. Accts Officer, T&A Dept
16.	Lay Secretary & Treasurer, Gr.II	17	28940-78910	18	45830-130580	On par with Superintendent
17.	Superintendent	cc		cc		Common Category
18.	Librarian	13	23100-67990	14	37640-115500	On par with Librarian, Ayush
19.	Upper Division Stenographer	cc		cc		Common Category
20.	Senior Assistant	cc		cc		Common Category
21.	Yoga Supervisor	13	23100-67990	13	35570-109910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
22.	Canteen Supervisor	12	22460-66330	12	34580-107210	
23.	Lab. Technician	11	21230-63010	12	34580-107210	On par with same category in M&H Dept.
24.	Electronic Technician	11	21230-63010	11	32670-101970	
25.	Staff Nurse	11	21230-63010	11	32670-101970	
26.	Accountant-cum-Store Keeper	11	21230-63010	11	32670-101970	
27.	Treatment Supervisor	11	21230-63010	11	32670-101970	
28.	Junior Assistant	cc		cc		Common Category
29.	Lower Division Clerk-cum-Typist	cc		cc		Common Category
30.	Lower Division Steno-cum-Typist	cc		cc		Common Category
31.	Photographer	8	17890-53950	8	27500-87480	
32.	Yoga Demonstrator	7	16400-49870	7	25220-80910	
33.	Junior Assisntnt	7	16400-49870	7	25220-80910	
34.	Telephone Operator	cc		cc		Common Category
35.	Driver	cc		cc		Common Category
36.	Store Keeper	6	15460-47330	6	23780-76730	
37.	Treatment Attendant	5	15030-46060	5	23120-74770	
38.	Cashier	4	14600-44870	4	22460-72810	
39.	Lab. Assistant	4	14600-44870	4	22460-72810	
40.	Electrician Gr.II	3	13780-42490	3	21200-65360	
41.	Mali	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
42.	Attender (formerly Canteen Attendant)	1	13000-40270	1	20000-61960	
43.	Cook	1	13000-40270	1	20000-61960	
44.	Carpenter	1	13000-40270	1	20000-61960	
45.	Plumber	1	13000-40270	1	20000-61960	
46.	Pump Mechanic	1	13000-40270	1	20000-61960	
47.	Attender	cc		cc		Common Category
48.	Assistant Cook	1	13000-40270	1	20000-61960	
49.	Scavenger	cc		cc		Common Category
50.	Gardener	cc		cc		Common Category
51.	Maitee	1	13000-40270	1	20000-61960	
52.	Scavenger-cum-Sweeper	1	13000-40270	1	20000-61960	
53.	Office Subordinate	cc		cc		Common Category
54.	Watchman	cc		cc		Common Category
55.	Sweeper	cc		cc		Common Category
56.	Thoty	1	13000-40270	1	20000-61960	
57.	Laboratory Attender	1	13000-40270	1	20000-61960	
Supernumerary Posts sanctioned under G.O. 610 Category wise and the existing scales of pay, Department of AYUSH						
1.	Medical Officer (Ayurveda)	21	37100-91450	21	57100-147760	
2.	Lecturer (Homoeo)	21	37100-91450	21	57100-147760	
3.	Medical Officer (Homoeo)	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
4.	Senior Assistant	cc		cc		Common Category
5.	Compounder (Ayurveda)	9	18400-55410	11	32670-101970	
6.	Compounder (Homoeo)	9	18400-55410	11	32670-101970	
7.	Compounder (Unani)	9	18400-55410	11	32670-101970	
8.	Auxiliary Nursing Mid Wife	10	19500-58330	10	29980-94500	
9.	Dark Room Assistant	9	18400-55410	9	28280-89720	
10.	Junior Assistant	cc		cc		Common Category
11.	Daya	3	13780-42490	3	21200-65360	
12.	Nursing Orderly	1	13000-40270	1	20000-61960	
13.	Watchman	cc		cc		Common Category
14.	Office Subordinate (formerly Attender)	cc		cc		Common Category

20. HIGHER EDUCATION DEPARTMENT
20. (a). TECHNICAL EDUCATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner / Director	31	80930-110850	31	124380-179000	If Departmental Officer is posted
2.	Joint Director	28	61450-105810	28	94500-170580	
3.	Regional Joint Director	28	61450-105810	28	94500-170580	
4.	Deputy Director (Technical)/Training, Placement & Industry Liaison Officer (Principal Cadre)	26	52590-103290	26	80910-166680	
5.	Development Officer	24	46060-98440	24	70850-158880	
6.	Deputy Director (Commercial & Technical Institutes)	24	46060-98440	24	70850-158880	
7.	Deputy Director (Non-Technical)	24	46060-98440	24	70850-158880	
8.	Accounts Officer	22	40270-93780	22	61960-151370	
9.	Assistant Director (Technical)	21	37100-91450	21	57100-147760	
10.	Statistical Officer	21	37100-91450	21	57100-147760	
11.	Assistant Director (Non-Technical)	21	37100-91450	21	57100-147760	
12.	Assistant Director (Commercial & Technical Institutions)	21	37100-91450	21	57100-147760	
13.	Internal Audit Officer	21	37100-91450	21	57100-147760	
14.	Auditor	cc		cc		Common Category
15.	Inspector (Commercial & Technical Institutions)	17	28940-78910	17	44570-127480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Care Taker	11	21230-63010	11	32670-101970	
17.	Caligrapher	7	16400-49870	7	25220-80910	
<u>POLYTECHNICS:</u>						
18.	Principal (Polytechnic/ State Wide Institutions)	26	52590-103290	26	80910-166680	
19.	Head of Section (Polytechnic/ State Wide Institutions)	24	46060-98440	24	70850-158880	
20.	Senior Lecturer	22	40270-93780	22	61960-151370	
21.	Workshop Superintendent	21	37100-91450	21	57100-147760	
22.	Lecturer	20	35120-87130	20	54060-140540	
23.	Draughtsman Gr.I (Civil)	19	31460-84970	19	48440-137220	
24.	Workshop Foreman	18	29760-80930	18	45830-130580	
25.	Research Assistant (Ceramic)	12	22460-66330	12	34580-107210	
26.	Demonstrator (Dress Making and Costume Design)	11	21230-63010	11	32670-101970	
<u>MISCELLANEOUS POSTS:</u>						
27.	Full Time Doctor/ Deputy Civil Surgeon/Civil Assistant Surgeon					Deputed from M&H Department
28.	Administrative Officer	20	35120-87130	20	54060-140540	
29.	Hostel Superintendent	20	35120-87130	20	54060-140540	
30.	Senior Physical Director	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Senior Librarian	20	35120-87130	20	54060-140540	
32.	Physical Director	19	31460-84970	19	48440-137220	
33.	Computer Programmer	18	29760-80930	18	45830-130580	
34.	Superintendent	cc		cc		Common Category
35.	Special Category Steno	cc		cc		Common Category
36.	Hostel Manager	17	28940-78910	18	45830-130580	On par with Superintendent in APMS
37.	Senior Instructor	14	24440-71510	16	40970-124380	
38.	Driver-cum-Driving Instructor	14	24440-71510	16	40970-124380	On par with Senior Instructor
39.	Librarian	13	23100-67990	14	37640-115500	On par with Asst. Librarian Gr-II of Pubic Libraries
40.	Senior Assistant	cc		cc		Common Category
41.	Upper Division Steno	cc		cc		Common Category
42.	Compounder	11	21230-63010	13	35570-109910	By deputation of Pharmacist Gr-II of M&H Dept
43.	Mechanic (General)	11	21230-63010	13	35570-109910	
44.	Mechanic (Electrical & Communication Engineering)	11	21230-63010	13	35570-109910	
45.	Instrument Mechanic	11	21230-63010	13	35570-109910	
46.	Electrician	11	21230-63010	13	35570-109910	
47.	Supervisor (Ceramics)	11	21230-63010	13	35570-109910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
48.	Skilled Assistant (Civil/ Elec. & Communication/ Pharmacy/ Architectural Assistantship)	10	19500-58330	10	29980-94500	
49.	Tracer (Including Tracer, J.N.Govt. Polytechnic, Ramanthapur, Hyderabad)	10	19500-58330	10	29980-94500	
50.	Junior Instructor/ Skilled Workman	10	19500-58330	10	29980-94500	
51.	Boiler Attender	10	19500-58330	10	29980-94500	
52.	Pharmacist	9	18400-55410	9	28280-89720	
53.	Junior Assistant	cc		cc		Common Category
54.	Junior Steno	cc		cc		Common Category
55.	Typist-cum-Assistant	cc		cc		Common Category
56.	Typist	cc		cc		Common Category
57.	Telephone Operator	cc		cc		Common Category
58.	Machine Operator (Textile Technology)	8	17890-53950	8	27500-87480	
59.	Mechanic (Including Radio, Refrigerator & Telephone Mechanic)	8	17890-53950	8	27500-87480	
60.	Mason	8	17890-53950	8	27500-87480	
61.	Lab. Attender	6	15460-47330	8	27500-87480	
62.	Workshop Attender	6	15460-47330	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
63.	Typewriter Mechanic	7	16400-49870	7	25220-80910	
64.	Mechanic	7	16400-49870	7	25220-80910	
65.	Electrician (Printing Technology)	7	16400-49870	7	25220-80910	
66.	Teacher (Drawing & Painting)	7	16400-49870	7	25220-80910	
67.	Driver (H.V.)	cc		cc		Common Category
68.	Driver (LV)	cc		cc		Common Category
69.	Record Assistant	cc		cc		Common Category
70.	Roneo Operator	cc		cc		Common Category
71.	Sewing Mechanic	4	14600-44870	4	22460-72810	
72.	Jamedar	cc		cc		Common Category
73.	Matron	4	14600-44870	4	22460-72810	
74.	Placer (Ceramics)	3	13780-42490	3	21200-65360	
75.	Head Cook	3	13780-42490	3	21200-65360	
76.	Cook-cum-Supplier	2	13390-41380	2	20600-63660	
77.	Machine Man/ Attender (Textile Technology)	2	13390-41380	2	20600-63660	
78.	Cook	2	13390-41380	2	20600-63660	
79.	Furnace Operator	2	13390-41380	2	20600-63660	
80.	Male Nursing Orderly	2	13390-41380	2	20600-63660	
81.	Female Nursing Orderly	2	13390-41380	2	20600-63660	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
82.	Supplier/Cleaner/ Skilled & un-skilled worker/Dafedar	2	13390-41380	2	20600-63660	
83.	Office Subordinate	cc		cc		Common Category
84.	Watchman	cc		cc		Common Category
85.	Sweeper	cc		cc		Common Category
86.	Scavenger	Cc		cc		Common Category
87.	Bus Cleaner	1	13000-40270	1	20000-61960	
88.	Cleaner	Cc		cc		Common Category
89.	Cleaner-cum- Sweeper	1	13000-40270	1	20000-61960	
90.	Mazdoor	1	13000-40270	1	20000-61960	
91.	Watchman/Gardner (Local Market)	Cc		cc		Common Category
92.	Un Skilled Worker	1	13000-40270	1	20000-61960	

The subject of Polytechnic was transferred to the Secretariat Department of “Department of Skills Development and Training” vide G.O. Ms. No. 153, General Administration (Cabinet II) Department dated 09.12.2019.

20. (b). COLLEGIATE EDUCATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner / Director	31	80930-110850	31	124380-179000	Applicable if Departmental Officer is posted
2.	Joint Director	26	52590-103290	26	80910-166680	
3.	Regional Joint Director	26	52590-103290	26	80910-166680	
4.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
5.	Deputy Director	24	46060-98440	24	70850-158880	
6.	Lecturer in Government Degree College (Including former Assistant Lecturer)	22	40270-93780	22	61960-151370	
7.	Physical Director (Degree College)	22	40270-93780	22	61960-151370	
8.	Librarian (Govt. Degree College)	22	40270-93780	22	61960-151370	
9.	Accounts Officer	22	40270-93780	22	61960-151370	
10.	Chief Auditor (Gazetted)	21	37100-91450	21	57100-147760	
11.	Assistant Director	21	37100-91450	21	57100-147760	
12.	Administrative Officer	21	37100-91450	21	57100-147760	
13.	Assistant Special Officer (Pension)	21	37100-91450	21	57100-147760	
14.	Superintendent	cc		cc		Common Category
15.	Special Category Steno	cc		cc		Common Category
16.	Auditor	17	28940-78910	18	45830-130580	Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	On par with Asst. Stat. Officer, E&S Dept
18.	Assistant Physical Director, Government Degree College (Non-P.G. Holder)	14	24440-71510	14	37640-115500	
19.	Computer Technician	14	24440-71510	14	37640-115500	
20.	Senior Accountant	cc		cc		Common Category
21.	Senior Assistant	cc		cc		Common Category
22.	Upper Division Steno	cc		cc		Common Category
23.	Graduate Librarian	11	21230-63010	11	32670-101970	
24.	Lab. Assistant (Taken over Colleges)	11	21230-63010	11	32670-101970	
25.	Pharmacist	9	18400-55410	9	28280-89720	
26.	Electrician	8/4	17890-53950 (P)/ 14600-44870 (FE)	8/4	27500-87480 (P)/ 22460-72810 (FE)	
27.	Gas Mechanic / Mechanic	8/3	17890-53950 (P)/ 13780-42490 (FE)	8/3	27500-87480 (P)/ 21200-65360 (FE)	
28.	Junior Assistant	cc		cc		Common Category
29.	Junior Accountant	cc		cc		Common Category
30.	Typist	cc		cc		Common Category
31.	Lower Division Steno	cc		cc		Common Category
32.	Store Keeper	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Assistant Librarian	7	16400-49870	7	25220-80910	No service rule placed before the Commission
34.	Driver (L.V)	cc		cc		Common Category
35.	Sergeant	6	15460-47330	6	23780-76730	
36.	Cashier/Shroff	cc		cc		Common Category
37.	Herbarium Keeper	5	15030-46060	5	23120-74770	
38.	Museum Keeper	5	15030-46060	5	23120-74770	
39.	Record Assistant	cc		cc		Common Category
40.	Roneo Operator	cc		cc		Common Category
41.	Compounder	4	14600-44870	4	22460-72810	
42.	Jamedar	cc		cc		Common Category
43.	Lab. Attender/Office Subordinate (formerly Attender)/ Chowkidar/ Book Bearer	1	13000-40270	1	20000-61960	
44.	Gasman	1	13000-40270	1	20000-61960	
45.	Watchman	cc		cc		Common Category
46.	Sweeper	cc		cc		Common Category
47.	Aya	1	13000-40270	1	20000-61960	
48.	House Keeper	1	13000-40270	1	20000-61960	
49.	Last Grade Post	1	13000-40270	1	20000-61960	
Private (Aided) Colleges						
1.	Lecturer/ Physical Director/ Librarian	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2.	Superintendent	cc		cc		Common Category
3.	Assistant Physical Director	14	24440-71510	14	37640-115500	
4.	Demonstrator	13	23100-67990	13	35570-109910	
5.	Senior Assistant	cc		cc		Common Category
6.	Lab. Assistant	11	21230-63010	11	32670-101970	
7.	Junior Assistant	cc		cc		Common Category
8.	Typist/ Steno Typist	cc		cc		Common Category
9.	Lower Division Steno	cc		cc		Common Category
10.	Store Keeper	7	16400-49870	9	28280-89720	Common Category
11.	Assistant Librarian	7	16400-49870	9	28280-89720	On par with Asst Librarian Gr-III, Public Libraries
12.	Librarian-cum-LDC (Oriental Colleges)	7	16400-49870	9	28280-89720	On par with Junior Asst. of APMS
13.	Record Assistant/ Library Record Assistant	cc		cc		Common Category
14.	Museum Keeper	5	15030-46060	5	23120-74770	
15.	Herbarium Keeper	5	15030-46060	5	23120-74770	
16.	Mechanic	3	13780-42490	3	21200-65360	
17.	Office Subordinate	cc		cc		Common Category
18.	Gasman/ Gas Mechanic	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Sweeper/Scavenger/ Gardner/ Watchman/ Waterman	cc		cc		Common Category
<u>NATIONAL SERVICE SCHEME:</u>						
1.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	On par with Deputy Stat. Officer of E&S Dept
2.	Upper Division Stenographer	cc		cc		Common Category
3.	Senior Accountant	cc		cc		Common Category
4.	Senior Assistant	cc		cc		Common Category
5.	Junior Assistant	cc		cc		Common Category
6.	Office Subordinate	cc		cc		Common Category

20. (c). A.P. STATE ARCHIVES AND DISTRICT GAZETTERS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	27	56870-105810	27	87480-170580	
2.	Departmental Record Officer (Deputy Director)	24	46060-98440	24	70850-158880	
3.	Assistant Director	21	37100-91450	21	57100-147760	
4.	Asst. Director (Urdu & Persian) (formerly Research Officer)	21	37100-91450	21	57100-147760	
5.	Archivist	17	28940-78910	18	45830-130580	
6.	Senior Research Assistant (Persian)	17	28940-78910	18	45830-130580	
7.	Librarian	18	29760-80930	18	45830-130580	
8.	Superintendent	cc		cc		Common Category
9.	Care Taker	17	28940-78910	18	45830-130580	Common Category (on par with Superintendent)
10.	S.C. Stenographer	cc		cc		Common Category
11.	Micro Film Operator	14	24440-71510	14	37640-115500	
12.	Assistant Archivist	12	22460-66330	14	37640-115500	
13.	Research Assistant	12	22460-66330	14	37640-115500	
14.	Junior Research Assistant (Persian)	12	22460-66330	14	37640-115500	
15.	Assistant Librarian	13	23100-67990	14	37640-115500	On par with Asst. Librarian Gr-II of Pubic Libraries
16.	Senior Assistant	cc		cc		Common Category
17.	U.D. Typist (English)	cc		cc		

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	U.D. Typist (Urdu)	cc		cc		
19.	U.D. Typist (Nagari)	cc		cc		
20.	U.D. Typist (Telugu)	cc		cc		
21.	U.D. Calligrapher	12	22460-66330	12	34580-107210	
22.	Photographer	11	21230-63010	11	32670-101970	
23.	Foreman	10	19500-58330	10	29980-94500	
24.	Urdu-cum-English Typist	7	16400-49870	9	28280-89720	
25.	Receptionist	7	16400-49870	9	28280-89720	On par with Junior Assistant
26.	Junior Assistant	cc		cc		Common Category
27.	L.D. Typist	cc		cc		Common Category
28.	Electrician	9/6	18400-55410 (P) / 15460-47330 (FE)	9/6	28280-89720 (P) / 23780-76730 (FE)	
29.	Plumber	9/3	18400-55410 (P) / 13780-42490 (FE)	9/3	28280-89720 (P) / 21200-65360 (FE)	
30.	Dark Room Assistant	8	17890-53950	8	27500-87480	
31.	Assistant Foreman	7	16400-49870	7	25220-80910	
32.	Chargeman	7	16400-49870	7	25220-80910	
33.	L.D. Calligrapher	7	16400-49870	7	25220-80910	
34.	Driver	cc		cc		Common Category
35.	Shroff	cc		cc		Common Category
36.	Record Assistant	cc		cc		Common Category
37.	Mender	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
38.	Binder	4	14600-44870	4	22460-72810	
39.	Jamedar	cc		cc		Common Category
40.	Dafedar	cc		cc		Common Category
41.	Gardener	1	13000-40270	1	20000-61960	
42.	Office Subordinate (formerly Attender)	cc		cc		Common Category
43.	Chowkidar	cc		cc		Common Category
44.	Cycle Orderly	cc		cc		Common Category
45.	Sweeper	cc		cc		Common Category
46.	Scavenger	cc		cc		Common Category
District Gazetters Unit						
1.	State Editor (Cadre Post)	25	49870-100770	25	76730-162780	
2.	Deputy Director	22	40270-93780	22	61960-151370	
3.	Assistant Director	20	35120-87130	20	54060-140540	
4.	Superintendent	cc		cc		Common Category
5.	Special Category Steno	cc		cc		Common Category
6.	Research Assistant	17	28940-78910	18	45830-130580	
7.	Senior Assistant	cc		cc		Common Category
8.	Junior Assistant	cc		cc		Common Category
9.	Comptometer Operator	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
10.	Drivers	cc		cc		Common Category
11.	Record Assistant	cc		cc		Common Category
12.	Jamedar	cc		cc		Common Category
13.	Office Sub-ordinates	cc		cc		Common Category

20. (d). A.P. GOVT. ORIENTAL MANUSCRIPTS LIBRARY AND RESEARCH INSTITUTE

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	27	56870-105810	27	87480-170580	
2.	Assistant Director (Admn.)	21	37100-91450	21	57100-147760	
3.	Assistant Director (Telugu)	21	37100-91450	21	57100-147760	
4.	Research Officer	20	35120-87130	20	54060-140540	
5.	Superintendent	cc		cc		Common Category
6.	Research Assistant (Persian)	14	24440-71510	14	37640-115500	
7.	Research Assistant (Sanskrit)	14	24440-71510	14	37640-115500	
8.	Research Assistant (Telugu)	14	24440-71510	14	37640-115500	
9.	Language Pandit (Arabic)	13/12	23100-67990 (Q) 22460-66330 (UQ)	13/12	35570-109910 (Q) 34580-107210 (UQ)	
10.	Language Pandit (Persian)	13/12	23100-67990 (Q) 22460-66330 (UQ)	13/12	35570-109910 (Q) 34580-107210 (UQ)	
11.	Process Cameraman	11	21230-63010	11	32670-101970	
12.	Senior Assistant	cc		cc		Common Category
13.	Telugu Typist	8	17890-53950	9	28280-89720	On par with Typist in APMS
14.	Junior Assistant	cc		cc		Common Category
15.	L.D. Steno	cc		cc		Common Category
16.	Typist	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Typist (Urdu/Persian)	cc		cc		Common Category
18.	Supervisor	7	16400-49870	7	25220-80910	
19.	Senior Mechanic	6/8	15460-47330 (FE)/ 17890-53950 (Q)	6/8	23780-76730 (FE)/ 27500-87480 (Q)	
20.	Driver (L.V)	cc		cc		Common Category
21.	Record Assistant	cc		cc		Common Category
22.	Mender	4	14600-44870	4	22460-72810	
23.	Jamedar	cc		cc		Common Category
24.	Library Assistant (formerly Library Attender)	3	13780-42490	5	23120-74770	Common Category
25.	Office Subordinate	cc		cc		Common Category
26.	Sweeper	cc		cc		Common Category
27.	Chowkidar	cc		cc		Common Category

21. HOME DEPARTMENT
21. (a). POLICE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director General and Inspector General of Police					Cadre Post
2.	Director General and Inspector General of Police, ACB					Cadre Post
3.	D.G.(V&E), G.A. (V&E) Dept. & EO Prl. Secy. to Govt. GAD					Cadre Post
4.	Additional Director General of Police (Personnel)					Cadre Post
5.	Additional Director General of Police, Intelligence					Cadre Post
6.	Additional Director General of Police, Law & Order					Cadre Post
7.	Additional Director General of Police, CID					Cadre Post
8.	Additional Director General of Police, A.P Special Police					Cadre Post
9.	Additional Director General of Police, and Chairman, SLPRB					Cadre Post
10.	Addl. DGP (P&L)					
11.	Director, A.P Police Academy (Addl. Director General of Police Rank)					Cadre Post
12.	Director General, Fire & Emergency Services					Cadre Post

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Addl DGP (Training)					Cadre Post
14.	Additional Director General of Police, Technical Services					Cadre Post
15.	Inspector General of Police, CID					Cadre Post
16.	Inspector General of Police, Intelligence					Cadre Post
17.	Inspector General of Police, A.P. Special Police					Cadre Post
18.	Inspector General of Police, Security					Cadre Post
19.	Inspector General of Police, Training					Cadre Post
20.	Inspector General of Police, Grey Hounds					Cadre Post
21.	Inspector General of Police, Home Guards					Cadre Post
22.	Inspector General of Police, Welfare & Sports					Cadre Post
23.	Inspector General of Police, Special Protection Force					Cadre Post
24.	Inspector General of Police, PCR Cell, CID					Cadre Post
25.	I.G.P. North Coastal Zone (previously Visakhapatnam Region)					Cadre Post
26.	I.G.P., (L&O), South Zone (previously Rayalaseema Region)					Cadre Post

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
27.	Director, ACB					Cadre Post
28.	Director, State Crime Records Bureau					Cadre Post
29.	Commissioner of Police, Visakhapatnam City					Cadre Post
30.	Addl. Commissioner of Police (Traffic)					Cadre Post
31.	Addl. Commissioner of Police (Law & Order)					Cadre Post
32.	Inspector General of Police, OCTOPUS					Cadre Post
33.	I.G.P., V& E Dept.					Cadre Post
34.	I.G.P., EOW, CID					
35.	IGP/ Spl. Secy, IT&C Dept.					
36.	Inspector General of Police, Police Transport Organisation					Cadre Post
37.	Addl. Commissioner of Police, Crime & SIT					Cadre Post
38.	Inspector General of Police South Coastal Zone (previously Guntur Range)					Cadre Post
39.	Addl. Director, APPA					Cadre Post
40.	Inspector General of Police, Railways					Cadre Post
41.	Inspector General of Police, Procurement & Budgeting					Cadre Post

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
42.	Deputy Inspector General of Police, Security					Cadre Post
43.	Deputy Inspector General of Police, SIB					Cadre Post
44.	Deputy Inspector General of Police, APSP BNs					Cadre Post
45.	Deputy Inspector General of Police, CID-I&II					Cadre Post
46.	Deputy Inspector General of Police CID-III & PCR & Social Justice					Cadre Post
47.	Deputy Inspector General of Police, Greyhounds					Cadre Post
48.	Deputy Inspector General of Police, Intelligence					Cadre Post
49.	Deputy Inspector General of Police, Coastal Security					Cadre Post
50.	Deputy Inspector General of Police, Ranges					Cadre Post
51.	Commissioner of Police, Vijayawada City					Cadre Post
52.	Joint Commissioner of Police Spl. Branch					Cadre Post
53.	Joint Commissioner of Police (Coordination & Security)					Cadre Post

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
54.	Joint Director, APPA					Cadre Post
55.	Addl. Director, Anti-Corruption Bureau					Cadre Post
56.	Asst. Inspector General of Police, Law & Order					Cadre Post
57.	Superintendent of Police, Intelligence-I, II, III & IV					Cadre Post
58.	Superintendent of Police, CID-I,II,III,IV&V					Cadre Post
59.	Superintendent of Police, SIB					Cadre Post
60.	Superintendent of Police, Security					Cadre Post
61.	Superintendent of Police, Women Protection Cell, CID					Cadre Post
62.	Superintendent of Police, Railways Guntakal, Vijayawada, Secunderabad					Cadre Post
63.	Superintendent of Police (Districts)					Cadre Post
64.	Commandant, SARCP					Cadre Post
65.	Commandant, APSP BNs					Cadre Post
66.	Superintendent of Police, Intelligence CMSG					Cadre Post

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
67.	Deputy Commissioner of Police (Central, East, West, North, South, Security, Traffic, Crimes, Headquarters)					Cadre Post
68.	Deputy Commissioner of Police Law & Order, Visakhapatnam City					Cadre Post
69.	Deputy Commissioner of Police Law & Order, Vijayawada City					Cadre Post
70.	Jt. Director, ACB					Cadre Post
71.	Dy. Director, APPA					Cadre Post
72.	Principal, Police Training College					Cadre Post
73.	Group Commander, Greyhounds					Cadre Post
74.	Superintendent of Police, OCTOPUS					Cadre Post
75.	Superintendent of Police, CI Cell					Cadre Post
76.	Superintendent of Police, Urban Districts					Cadre Post
EX-CADRE POSTS:						
77.	Chairman, GVDA,					Ex-Cadre Post
78.	Prl.Secretary to Govt. Home Dept.					Ex-Cadre Post
79.	DGP, Operations					Ex-Cadre Post
80.	Addl.DG, V&E					Ex-Cadre Post

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
81.	Addl. DGP, Greyhounds					Ex-Cadre Post
82.	Addl. DGP, OCTOPUS					Ex-Cadre Post
83.	Addl. DGP (Railways)					Ex-Cadre Post
84.	D.G & I.G. of Prisons & Correctional Services					Ex-Cadre Post
85.	Addl.DGP, Sports					Ex-Cadre Post
86.	Addl.DGP, Legal					Ex-Cadre Post
87.	Addl. DGP, Controller L&M					Ex-Cadre Post
88.	Addl. DGP, Co-Ordination.					Ex-Cadre Post
89.	D.G. Drugs & Copy Rights					Ex-Cadre Post
90.	Addl. DGP, Organization.					Ex-Cadre Post
91.	Addl. DGP, Road Safety					Ex-Cadre Post
92.	Addl. DGP, Home Guards					Ex-Cadre Post
93.	DGP, SPF, Hyd					Ex-Cadre Post
94.	Chairman, AP. Road Safety Authority					Ex-Cadre Post
95.	Inspector General of Police, Law & Order					Ex-Cadre Post
96.	Officer Special Duty in Govt. Printing Press, Stationery & Stores Purchase					Ex-Cadre Post
97.	IGP, PCS & S					Ex-Cadre Post
98.	Director, Police Communications.					Ex-Cadre Post

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
99.	IGP, Legal					Ex-Cadre Post
100.	Commissioner of Inquiries, GAD					Ex-Cadre Post
101.	IGP, Coastal Security					Ex-Cadre Post
102.	Spl. Secretary to Govt.					Ex-Cadre Post
103.	IGP, Int					Ex-Cadre Post
104.	Jt.CP, CAR, Hqs.					Ex-Cadre Post
105.	Jt. Commissioner of Police (Admin.)					
106.	Secretary APPSC					Ex-Cadre Post
107.	Director, Proh. & Excise (Enforcement)					Ex-Cadre Post
108.	DIG, Counter Int. Cell					Ex-Cadre Post
109.	DIG V&E					Ex-Cadre Post
110.	Jt.CP, CAR Hqrs,					Ex-Cadre Post
111.	DIG-CID					Ex-Cadre Post
112.	DIG- Coordination					Ex-Cadre Post
113.	DIG, APSP Bns					Ex-Cadre Post
114.	RV & EO, V&E Dept.					Ex-Cadre Post
115.	Commandant APSP (3rd Bn.)					Ex-Cadre Post
116.	DCP (Administration) Vijayawada					Ex-Cadre Post
117.	ADC to Governor in the rank of SP					Ex-Cadre Post
118.	Supdt. Of Police, Int. CMSG					Ex-Cadre Post

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
119.	Supdt. Of Police, CIC-Int					Ex-Cadre Post
120.	Supdt. Of Police, CID					Ex-Cadre Post
121.	Deputy Director, APPA					Ex-Cadre Post
122.	Chief Executive Officer, Rytu Bazar					
123.	Addl. SP (Admn.) Districts Guntur, Srikakulam, Anantapur, Krishna					Ex-Cadre Post
124.	ASP (Chintapalli, Parvathipuram, Narsipatnam)					Ex-Cadre Post
125.	Asst. Commissioner, Greyhounds					
126.	Director, Police Communications (I.G of Police, Non-Cadre)	31	80930-110850	31	124380-179000	
127.	Director, Forensic Science Lab	31	80930-110850	31	124380-179000	
128.	Chief Legal Advisor-cum-Public Prosecutor (CID)	30	73270-108330	30	112610-174790	
129.	Deputy Inspector General of Police (Non-Cadre)	29	66330-108330	29	101970-174790	
130.	Assistant Director (Civil Surgeon), A.P. Police Academy (from M&H Dept.)					Drafted from M&H Dept
131.	Additional Director, Police Communications (Dy. I.G.P. Non-Cadre)	27	56870-105810	27	87480-170580	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
132.	Director, Police Transport Organisation	27	56870-105810	27	87480-170580	
133.	Superintendent of Police (Non-Cadre)	27	56870-105810	27	87480-170580	
134.	Commandant, Home Guards	27	56870-105810	27	87480-170580	
135.	Commandant (A.P Spl. Police)	26	52590-103290	27	87480-170580	
136.	Superintendent of Police (Technical), Police Transport Organisation	26	52590-103290	26	80910-166680	
137.	Superintendent of Police (Communications)	26	52590-103290	26	80910-166680	
138.	Addl. Superintendent of Police (Non-Cadre)	26	52590-103290	26	80910-166680	
139.	Addl. Deputy Commissioner of Police	26	52590-103290	26	80910-166680	
140.	Addl. Superintendent of Police (Operations) (Previously Officer on Special Duty)	26	52590-103290	26	80910-166680	
141.	Vice Principal, PTC, Anantapur	26	52590-103290	26	80910-166680	
142.	Commandant, Armed Reserve	26	52590-103290	26	80910-166680	
143.	Addl. Commandant (APSP)	26	52590-103290	26	80910-166680	
144.	Squadron Commander (Grey Hounds Previously Special Security Force)	26	52590-103290	26	80910-166680	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
145.	Group Commander (Grey Hounds Previously SSF)	26	52590-103290	26	80910-166680	
146.	Principal (Police Training College, Previously Police Recruits School)	26	52590-103290	26	80910-166680	
147.	Director (Finger Print Bureau)	26	52590-103290	26	80910-166680	
148.	Joint Director, Forensic Science Lab	26	52590-103290	26	80910-166680	
149.	Assistant Director (Computer, Intelligence)	24	46060-98440	24	70850-158880	
150.	Chief Accounts Officer	23	42490-96110	24	70850-158880	On par with same category in T&A Dept
151.	Legal Advisor-cum-Public Prosecutor (CID)	23	42490-96110	23	65360-154980	
152.	Legal Advisor (Intelligence)	23	42490-96110	23	65360-154980	
153.	Chief Administrative Officer (previously Secretary to DG & IGP)	23	42490-96110	23	65360-154980	
154.	Administrative Officer Intelligence Bureau	23	42490-96110	23	65360-154980	
155.	Deputy Superintendent of Police	22	40270-93780	22	61960-151370	
156.	Assistant Commissioner of Police	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
157.	Deputy Superintendent of Police (Armed Reserve/Home Guards)	22	40270-93780	22	61960-151370	
158.	Assistant Commandant SAR, CPL	22	40270-93780	22	61960-151370	
159.	Assistant Commandant APSP Battalions	22	40270-93780	22	61960-151370	
160.	Vice Principal, Police Training College	22	40270-93780	22	61960-151370	
161.	Deputy Superintendent of Police (Communications)	22	40270-93780	22	61960-151370	
162.	Deputy Superintendent of Police, Finger Print Bureau	22	40270-93780	22	61960-151370	
163.	Assault Commander (Grey Hounds- Previously Special Security Force)	22	40270-93780	22	61960-151370	
164.	Manager, Press (DSP Level)	22	40270-93780	22	61960-151370	
165.	Technical Assistant to Director of Police Transport	22	40270-93780	22	61960-151370	
166.	Assistant Administrative Officer (Previously Manager, Intelligence)	22	40270-93780	22	61960-151370	
167.	Manager (Electronic Data Processing)	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
168.	Associate System Analyst	21	37100-91450	21	57100-147760	
169.	System Analyst	21	37100-91450	21	57100-147760	
170.	Computer Analyst (Grey Hounds previously Special Security Force)	21	37100-91450	21	57100-147760	
171.	Assistant Director, Forensic Science Laboratory	21	37100-91450	21	57100-147760	
172.	Administrative Officer (previously Personal Assistant to DG & IGP/ Supdt.of Police)	21	37100-91450	21	57100-147760	
173.	Manager (Previously Assistant Manager) (Intelligence)	21	37100-91450	21	57100-147760	
174.	IB Manager (Grey Hounds previously Spl. Security Force)	21	37100-91450	21	57100-147760	
175.	Medical Officer/Lady Medical Officer (including Medical Officer (GPH))					Drafted from M&H Dept.
176.	Assistant Legal Advisor (CID)	20	35120-87130	20	54060-140540	
177.	Police Prosecuting Officer	20	35120-87130	20	54060-140540	
178.	Audit Officer					Drafted from State Audit Dept
179.	Accounts Officer					Drafted from T&A Dept
180.	Chief Law Instructor (Police Prosecuting Officer/Sr. Asst. Public Prosecutor), Police Training College)	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
181.	Traffic Engineer (Dy. E.E.cadre in R&B Dept.)	20	35120-87130	20	54060-140540	
182.	Inspector of Police (including women Circle Inspector)	20	35120-87130	20	54060-140540	
183.	Reserve Inspector of Police	20	35120-87130	20	54060-140540	
184.	Reserve Inspector of Police (A.P. Spl. Police)	20	35120-87130	20	54060-140540	
185.	Inspector of Police (Police Transport Orgn.)	20	35120-87130	20	54060-140540	
186.	Inspector of Police (Communcations)	20	35120-87130	20	54060-140540	
187.	Inspector (Printing)	20	35120-87130	20	54060-140540	
188.	Chief Law Instructor (Inspector of Police)	20	35120-87130	20	54060-140540	
189.	Assistant Audit Officer	20	35120-87130	20	54060-140540	Drafted from State Audit Dept
190.	Chief Drill Instructor (Reserve Inspector)	20	35120-87130	20	54060-140540	
191.	Senior Reporter	20	35120-87130	20	54060-140540	
192.	Deputy Assault Commander (Grey Hounds) Previously Special Security Force)	20	35120-87130	20	54060-140540	
193.	Asst. Accounts Officer					Drafted from T&A Dept
194.	Inspector of Police (FPB)	20	35120-87130	20	54060-140540	
195.	Assistant Police Prosecuting Officer	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
196.	Clinical Psychiatrist	19	31460-84970	19	48440-137220	
197.	Chief Law Instructor (Asst. Public Prosecutor Police Training College)	19	31460-84970	19	48440-137220	
198.	Scientific Officer (FSL)	19	31460-84970	19	48440-137220	
199.	Store Keeper (DSP-Armed Reserve, Chief Office)	19	31460-84970	19	48440-137220	
200.	Plan Drawing Instructor (PTC)	19	31460-84970	19	48440-137220	
201.	Computer Programmer (Grey Hounds)	19	31460-84970	19	48440-137220	
202.	Junior Administrative Officer	19	31460-84970	19	48440-137220	
203.	Deputy Traffic Engineer (Draughtsman Grade-I)	19	31460-84970	19	48440-137220	
204.	Assistant Manager (Previously Section Head) Intelligence	19	31460-84970	19	48440-137220	
205.	Foreman (Diploma Holder) (Intelligence/ Press)	18	29760-80930	18	45830-130580	
206.	Scientific Assistant (FSL)	17	28940-78910	18	45830-130580	On par with Junior Analyst
207.	Superintendent	cc		cc		Common Category
208.	Intelligence Bureau Assistant (Previously S.B. Clerk)	17	28940-78910	18	45830-130580	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
209.	Sub-Inspector of Police (including Women Sub-Inspector of Police)	17	28940-78910	18	45830-130580	
210.	Reserve Sub-Inspector of Police (AR)	17	28940-78910	18	45830-130580	
211.	Reserve Sub-Inspector of Police (AR) Women	17	28940-78910	18	45830-130580	
212.	Reserve Sub-Inspector of Police (APSP)	17	28940-78910	18	45830-130580	
213.	Sub-Inspector of Police (Communications) (Previously Radio Supervisor)	17	28940-78910	18	45830-130580	
214.	Sub-Inspector of Police (PTO)	17	28940-78910	18	45830-130580	
215.	Sub-Inspector of Police (Draughtsman)	17	28940-78910	18	45830-130580	
216.	Sub-Inspector of Police (Printing)	17	28940-78910	18	45830-130580	
217.	Sub-Inspector of Police (FPB)	17	28940-78910	18	45830-130580	
218.	Sub-Inspector of Police (FPB-Photography)	17	28940-78910	18	45830-130580	
219.	Manager (FSL)	17	28940-78910	18	45830-130580	On par with Superintendent
220.	Manager	17	28940-78910	18	45830-130580	
221.	Manager (Communications)	17	28940-78910	18	45830-130580	
222.	Junior Accounts Officer					Drafted from T&A Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
223.	Special Category Stenographer	cc		cc		Common Category
224.	Band Master (Reserve Sub-Inspector)	17	28940-78910	18	45830-130580	
225.	Assistant Assault Commander (Grey Hounds)	17	28940-78910	18	45830-130580	On par with Sub Inspector of Police
226.	Assistant Law Instructor (Sub-Inspector of Police)	17	28940-78910	18	45830-130580	
227.	Assistant Chief Drill Instructor (Reserve Sub-Inspector)	17	28940-78910	18	45830-130580	
228.	Programmer	17	28940-78910	17	44570-127480	
229.	Asst. Editor (Intelligence)	17	28940-78910	17	44570-127480	
230.	Lab. Assistant (FSL)	14	24440-71510	14	37640-115500	
231.	Draughtsman, Gr.-II	14	24440-71510	14	37640-115500	
232.	Asst. Sub-Inspector of Police (including women)	13	23100-67990	14	37640-115500	
233.	Assistant Reserve Sub-Inspector of Police, AR	13	23100-67990	14	37640-115500	
234.	Asst. Reserve Sub Inspector of Police (AR Women)	13	23100-67990	14	37640-115500	
235.	Assistant Reserve Sub-Inspector of Police (A.P.S.P.)	13	23100-67990	14	37640-115500	
236.	Assistant Band Master (Asst. Reserve Sub-Inspector)	13	23100-67990	14	37640-115500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
237.	Assistant Sub-Inspector of Police FPB (Previously F.P. Searcher)	13	23100-67990	14	37640-115500	
238.	Asst. Sub-Inspector of Police (Communications) (Previously Radio Technician)	13	23100-67990	14	37640-115500	
239.	Multipurpose Health Supervisor					Drafted from M&H Dept
240.	H.G. Accountant	12	22460-66330	14	37640-115500	On par with Senior Accountant
241.	Senior Assistant	cc		cc		Common Category
242.	Senior Accountant	cc		cc		Common Category
243.	Senior Stenographer	cc		cc		Common Category
244.	Upper Division Camp Clerk (I.G. Railways)	12	22460-66330	14	37640-115500	On par with Senior Assistant
245.	Associate Programmer	13	23100-67990	13	35570-109910	
246.	Radiographer	13	23100-67990	13	35570-109910	
247.	Pharmacist Gr.II	11	21230-63010	13	35570-109910	On par with same category in M&H Dept
248.	Head Constable (Band)	11	21230-63010	12	34580-107210	
249.	Head Constable (A.R) (Including Fitter/ Electrician) Carpenter, Painter, Blacksmith M.T, Tailor))	11	21230-63010	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
250.	Head Constable Driver	11	21230-63010	12	34580-107210	
251.	Head Constable Mechanic (PTO)	11	21230-63010	12	34580-107210	
252.	Head Constable (AR Women)	11	21230-63010	12	34580-107210	
253.	Head Constable (A.P.S.P.)	11	21230-63010	12	34580-107210	
254.	Head Constable Communications (Formerly Grade.I Operator/H.C. Operator)	11	21230-63010	12	34580-107210	
255.	Head Constable Armourer	11	21230-63010	12	34580-107210	
256.	Head Constable (Printing)	11	21230-63010	12	34580-107210	
257.	Asst. Drill Instructor (Head Constable)	11	21230-63010	12	34580-107210	
258.	Senior Commando (Grey Hounds)	11	21230-63010	12	34580-107210	
259.	Head Constable (Dog Squad)	11	21230-63010	12	34580-107210	
260.	Head Constable (Civil) (including Women Head Constable)	9	18400-55410	12	34580-107210	On par with other Head Constables
261.	Lab. Assistant (CID)	12	22460-66330	12	34580-107210	
262.	Compounder	9	18400-55410	11	32670-101970	On par with same category in Ayush Dept
263.	Finger Print Assistant Sub-Inspector Photographer	10	19500-58330	10	29980-94500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
264.	Junior Assistant	cc		cc		Common Category
265.	Junior Accountant	cc		cc		Common Category
266.	Junior Stenographer	cc		cc		Common Category
267.	Typist	cc		cc		Common Category
268.	Telephone Operator	cc		cc		Common Category
269.	Store Keeper (FSL)	cc		cc		Common Category (Junior Asst scale)
270.	Photographer	8	17890-53950	8	27500-87480	
271.	Machine Operator (Intelligence)	8	17890-53950	8	27500-87480	
272.	Assistant Photographer (Intelligence)	8	17890-53950	8	27500-87480	
273.	Maternity Assistant					Drafted from M&H Dept
274.	Pharmacist Gr. II	8 / 5	17890-53950 (P)/ 15030-46060 (UQ)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
275.	Police Constable (FPB Photography)	7	16400-49870	8	27500-87480	
276.	Police Constable Bellow Boy (P.T.C)	7	16400-49870	8	27500-87480	
277.	Police Constable (Civil) (including Police Women Constable)	7	16400-49870	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
278.	Police Constable (A.R.) (including Carpenter, Blacksmith, Tailor)	7	16400-49870	8	27500-87480	
279.	Police Constable (AR Women)	7	16400-49870	8	27500-87480	
280.	Police Constable (Dog Squad)	7	16400-49870	8	27500-87480	
281.	Police Constable (A.P.S.P.)	7	16400-49870	8	27500-87480	
282.	Police Constable(Band)	7	16400-49870	8	27500-87480	
283.	Police Constable (Communications)	7	16400-49870	8	27500-87480	
284.	Police Constable (Bugler)	7	16400-49870	8	27500-87480	
285.	Police Constable (Orderly)	7	16400-49870	8	27500-87480	
286.	Police Constable (Finger Print Photo Cleaner)	7	16400-49870	8	27500-87480	
287.	Police Constable (Mechanic)	7	16400-49870	8	27500-87480	
288.	Police Constable (Driver)	7	16400-49870	8	27500-87480	
289.	Police Constable (Electrician) (Fitter Electrician)	7	16400-49870	8	27500-87480	
290.	Police Constable (Printing)	7	16400-49870	8	27500-87480	
291.	Junior Commando (Grey Hounds)	7	16400-49870	8	27500-87480	
292.	Librarian	7	16400-49870	7	25220-80910	
293.	Lab Technician (FSL)	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
294.	Engine Driver (PTC)	7 / 6	16400-49870/ 15460-47330 (Others)	7 / 6	25220-80910/ 23780-76730 (Others)	
295.	Date Entry Operator (SCRB) (Previously Punch Operator)	7	16400-49870	7	25220-80910	
296.	Shroff	6	15460-47330	6	23780-76730	
297.	Carpenter	5	15030-46060	5	23120-74770	
298.	Roneo Operator	cc		cc		Common Category
299.	Record Assistant	cc		cc		Common Category
300.	Cook	4/2	14600-44870 (P)/ 13390-41380 (FE)	4/2	22460-72810 (P)/ 20600-63660 (FE)	
301.	Binder	4	14600-44870	4	22460-72810	
302.	Mid Wife	4	14600-44870	4	22460-72810	
303.	Electrician-cum-Mechanic Grade-I(FSL)	4	14600-44870	4	22460-72810	
304.	Electrician	3	13780-42490	3	21200-65360	
305.	Lab. Attendant (FSL)	3	13780-42490	3	21200-65360	
306.	Dark Room Assistant	3	13780-42490	3	21200-65360	
307.	Lab. Technician (SARCPL)	2	13390-41380	2	20600-63660	
308.	Assistant Cook	2	13390-41380	2	20600-63660	
309.	Dafedar	cc		cc		Common Category
310.	Office Subordinate	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
311.	Nursing Orderly (MNO/FMO/WMO)	1	13000-40270	1	20000-61960	
312.	Menial	1	13000-40270	1	20000-61960	
313.	Cobbler	1	13000-40270	1	20000-61960	
314.	Muchi	1	13000-40270	1	20000-61960	
315.	Massalchi	1	13000-40270	1	20000-61960	
316.	Dog boy	1	13000-40270	1	20000-61960	
317.	Lasker	1	13000-40270	1	20000-61960	
318.	Khalasi	1	13000-40270	1	20000-61960	
319.	Barber	1	13000-40270	1	20000-61960	
320.	Dhobi	1	13000-40270	1	20000-61960	
321.	Scavenger	1	13000-40270	1	20000-61960	
322.	Sweeper	1	13000-40270	1	20000-61960	
323.	Water Carrier	1	13000-40270	1	20000-61960	
324.	Water Boy/Water Man	1	13000-40270	1	20000-61960	
325.	Thoty/ Mali / Malan	1	13000-40270	1	20000-61960	
326.	Gardener	1	13000-40270	1	20000-61960	
327.	Daftary	1	13000-40270	1	20000-61960	
328.	Follower	1	13000-40270	1	20000-61960	
329.	Last Grade Employees	1	13000-40270	1	20000-61960	

21. (b). PRISONS AND CORRECTIONAL SERVICES

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director General of Prisons & Correctional Service					Cadre Post
2.	Inspector General of Prisons & Director of Correctional Services	30	73270-108330	30	112610-174790	
3.	Deputy Inspector General of Prisons	28	61450-105810	28	94500-170580	
4.	Deputy Civil Surgeon					Drafted from M&H Dept
5.	Principal, State Institute of Correctional Administration (S.P of Jails)	25	49870-100770	25	76730-162780	
6.	Superintendent of Jails	25	49870-100770	25	76730-162780	
7.	Civil Assistant Surgeon					Drafted from M&H Dept.
8.	Deputy Superintendent of Jails (Women)	21	37100-91450	21	57100-147760	
9.	Deputy Superintendent of Jails (including Superintendent of District Jails / District Sub-Jail Officers/ Vice-Principal of State Institute of Correctional Administration)	21	37100-91450	21	57100-147760	
10.	Administrative Officer	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
11.	Jailor/ Welfare Officer/ Superintendents of Special Sub-Jails	19	31460-84970	19	48440-137220	
12.	Jailor (Women) / Welfare Officer (Women)	19	31460-84970	19	48440-137220	
13.	Chief Drill Instructor	17	28940-78910	19	48440-137220	
14.	Chief Law Instructor	17	28940-78910	19	48440-137220	
15.	Special Category Steno	cc		cc		Common Category
16.	Superintendent	cc		cc		Common Category
17.	Deputy Jailor (including Asst. Law Instructor/ Asst. Chief Drill Instructor Asst. Superintendent of Borstal School and Dy. Jailor working as Superintendent of Sub-Jails)	16	26600-77030	17	44570-127480	
18.	Assistant Matron	16	26600-77030	17	44570-127480	
19.	Head Master	14	24440-71510	17	44570-127480	On par with School Assistant of School Edn. Dept
20.	Manager (Industries)	14	24440-71510	14	37640-115500	
21.	Senior Assistant	cc		cc		Common Category
22.	Senior Steno/ Upper Division Steno	cc		cc		Common Category
23.	Chief Head Warder (Male) (including Asst. Drill Instructor/ Asst. Law Instructor/ Armourer)	13	23100-67990	13	35570-109910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
24.	Chief Head Warder (female)	13	23100-67990	13	35570-109910	
25.	Physical Education Teacher	11	21230-63010	12	34580-107210	On par with similar categories in School Education Department
26.	Teacher	11	21230-63010	12	34580-107210	
27.	Deputy Foreman	11	21230-63010	11	32670-101970	
28.	Assistant Chemist	11	21230-63010	11	32670-101970	
29.	Head Warder / Asst. Armourer (Male)	11	21230-63010	11	32670-101970	
30.	Head Warder (Woman)	11	21230-63010	11	32670-101970	
31.	Fitter Gr.II	9 / 7 / 3	18400-55410 (P) 16400-49870 (FE) 13780-42490 (UQ)	9 / 7 / 3	28280-89720 (P) 25220-80910 (FE) 21200-65360 (UQ)	
32.	Instructor Gr.I	9	18400-55410	9	28280-89720	
33.	Instructor Gr.II	9	18400-55410	9	28280-89720	
34.	Plumbing Instructor	9	18400-55410	9	28280-89720	
35.	Junior Assistant	cc		cc		Common Category
36.	Junior Steno	cc		cc		Common Category
37.	Typist	cc		cc		Common Category
38.	Junior Assistant-Cum-Typist/ Typist-cum-Assistant/ Junior Assistant-Cum-Store Keeper	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
39.	Fitter-cum-Tractor Driver	8 / 6 / 3	17890-53950 (P) 15460-47330 (FE) 13780-42490 (UQ)	8 / 6 / 3	27500-87480 (P) 23780-76730 (FE) 21200-65360 (UQ)	
40.	Assistant Mechanic	8 / 4 / 2	17890-53950 (P) 14600-44870 (FE) 13390-41380 (UQ)	8 / 4 / 2	27500-87480 (P) 22460-72810 (FE) 20600-63660 (UQ)	
41.	Electrician/Electrician-cum-Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
42.	Wireman/ Wireman-cum-Mechanic	8 / 4	17890-53950 (P) 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
43.	Driver (H.M.V.)	cc		cc		Common Category
44.	Senior Composer	8	17890-53950	8	27500-87480	
45.	Machine Man Gr.I	8	17890-53950	8	27500-87480	
46.	Tractor Driver	8	17890-53950	8	27500-87480	
47.	Warder/Buglar (Male)	7	16400-49870	7	25220-80910	
48.	Warder (Woman)	7	16400-49870	7	25220-80910	
49.	Instructor Gr.III	6	15460-47330	6	23780-76730	
50.	Instructor Gr.IV	6	15460-47330	6	23780-76730	
51.	Polisher	6	15460-47330	6	23780-76730	
52.	Driver (Light Motor Vehicle)	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
53.	Shroff/Cashier	cc		cc		Common Category
54.	Junior Composer	5	15030-46060	5	23120-74770	
55.	Motorcycle Orderly/ Messenger	cc		cc		Common Category
56.	Roneo Operator	cc		cc		Common Category
57.	Record Assistant	cc		cc		Common Category
58.	Engine Driver/Oil Engine Driver	4	14600-44870	4	22460-72810	
59.	Machine Minder	4	14600-44870	4	22460-72810	
60.	Binder	4	14600-44870	4	22460-72810	
61.	Cook	2	13390-41380	2	20600-63660	
62.	Office Subordinate	cc		cc		Common Category
63.	Cycle Orderly	cc		cc		Common Category
64.	Nursing Orderly (Male/Female)	1	13000-40270	1	20000-61960	
65.	Peon Warder	1	13000-40270	1	20000-61960	
66.	Female Attendant	1	13000-40270	1	20000-61960	
67.	Barber	1	13000-40270	1	20000-61960	
68.	Sweeper	cc		cc		Common Category
69.	Mali	cc		cc		Common Category
70.	Ward Boy	1	13000-40270	1	20000-61960	
71.	Watchman/Chowkidar	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
72.	Scavenger/Thoti	1	13000-40270	1	20000-61960	
73.	Sweeper-cum-Scavenger	1	13000-40270	1	20000-61960	
74.	Bandyman	1	13000-40270	1	20000-61960	
75.	Water Carrier	1	13000-40270	1	20000-61960	
Deputation from other Departments:						
1.	Assistant Director of Industries					Pay scale as applicable in parent department
2.	Accounts Officer					Pay scale as applicable in parent department
3.	Pathologist					Pay scale as applicable in parent department
4.	Assistant Director of Statistics					Pay scale as applicable in parent department
5.	Veterinary Officer					Pay scale as applicable in parent department
6.	Horticultural Officer					Pay scale as applicable in parent department
7.	Agriculture Officer					Pay scale as applicable in parent department
8.	Assistant Accounts Officer					Pay scale as applicable in parent department

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.	Legal Officer (Advisor)					Drafted from Prosecution dept
10.	Junior Accounts Officer					Pay scale as applicable in parent department
11.	Reserve Sub Inspector					Pay scale as applicable in parent department
12.	Staff Nurse					Pay scale as applicable in parent department
13.	Senior Accountant					Common Category
14.	Live Stock Assistant					Pay scale as applicable in parent department
15.	Pharmacist Gr.II					Pay scale as applicable in parent department
16.	Head Constable (Police)					Pay scale as applicable in parent department
17.	Lab Technician					Pay scale as applicable in parent department
18.	Agricultural Extension Officer					Pay scale as applicable in parent department
19.	Junior Accountant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
20.	Typist (Accounts Wing)	cc		cc		Common Category
21.	Police Constable					Pay scale as applicable in parent department
22.	Shroff	cc		cc		Common Category
23.	Lab Attendant /Lab. Assistant					Pay scale as applicable in parent department
24.	Office Subordinate (Accounts Wing)	cc		cc		Common Category
25.	Civil Surgeon Specialist	28	61450-105810	28	94500-170580	
26.	Dental Assistant Surgeon	22	40270-93780	22	61960-151370	
27.	Psychiatrist	19	31460-84970	19	48440-137220	
28.	Fitter Grade - III	9	18400-55410	9	28280-89720	
29.	Attender - Warder	1	13000-40270	1	20000-61960	

21. (c). A.P. STATE DISASTER RESPONSE AND FIRE SERVICES DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director General of State Disaster Response and Fire Service					Cadre Post
2.	Director of State Disaster Response and Fire Service	29	66330-108330	30	112610-174790	
3.	Additional Director of Fire Services	28	61450-105810	28	94500-170580	
4.	Regional Fire Officer	25	49870-100770	25	76730-162780	
5.	Public Prosecutor	25	49870-100770	25	76730-162780	
6.	District Fire Officer	21	37100-91450	21	57100-147760	
7.	Administrative Officer	20	35120-87130	21	57100-147760	
8.	Asst. District Fire Officer	19	31460-84970	19	48440-137220	
9.	Junior Administrative Officer	18	29760-80930	19	48440-137220	
10.	Superintendent	cc		Cc		Common Category
11.	Station Fire Officer	16	26600-77030	17	44570-127480	
12.	Senior Assistant	cc		Cc		Common Category
13.	Upper Division Steno	cc		Cc		Common Category
14.	Driver Operator	11	21230-63010	11	32670-101970	
15.	Leading Fireman	11	21230-63010	11	32670-101970	
16.	Junior Assistant	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Lower Division Steno	cc		Cc		Common Category
18.	Typist	cc		Cc		Common Category
19.	Fireman	7	16400-49870	7	25220-80910	
20.	Office Subordinate	cc		Cc		Common Category
21.	Watchman	cc		Cc		Common Category
A.P State Fire Services & Civil Defence Training Institute:						
1.	Director	29	66330-108330	30	112610-174790	
2.	Deputy Director (Regional Fire Officer)	25	49870-100770	25	76730-162780	
3.	Civil Assistant Surgeon					Drafted from M&H Dept
4.	Assistant Director (District Fire Officer)	21	37100-91450	21	57100-147760	
5.	Senior Demonstrator (Assistant District Fire Officer)	19	31460-84970	19	48440-137220	
6.	Superintendent	cc		Cc		Common Category
7.	Junior Demonstrator (Station Fire Officer)	16	26600-77030	17	44570-127480	
8.	Staff Nurse					Drafted from M&H Dept
9.	Library Information Assistant					Drafted from Public Libraries Dept
10.	Senior Assistant	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
11.	Driver Operator	11	21230-63010	11	32670-101970	
12.	Store Keeper (Leading Fireman)	11	21230-63010	11	32670-101970	
13.	Junior Assistant	cc		Cc		Common Category
14.	Lower Division Steno	cc		Cc		Common Category
15.	Typist	cc		Cc		Common Category
16.	Fireman	7	16400-49870	7	25220-80910	

21. (d). PRINTING, STATIONERY & STORES PURCHASE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Deputy General Manager (Works) (Formerly known as Deputy Director (Technical))	24	46060-98440	24	70850-158880	
3.	Medical Officer	22	40270-93780	22	61960-151370	
4.	Manager (Works) (Formerly known as Assistant Director (Technical))	21	37100-91450	21	57100-147760	
5.	Labour Welfare Officer					Drafted from Labour Dept.
6.	Assistant Director (Admn.)	20	35120-87130	20	54060-140540	
7.	Superintendent	cc		cc		Common Category
8.	Store Keeper	cc		cc		Common Category (in the scale of Superintendent)
9.	Chief Printer (Text Book Press)	17	28940-78910	17	44570-127480	
10.	Assistant Manager (Formerly known as Foreman)	17	28940-78910	17	44570-127480	
11.	Senior Assistant	cc		cc		Common Category
12.	U.D Cashier/Cashier	cc		cc		Common Category
13.	Pharmacist Gr.II	11	21230-63010	13	35570-109910	On par with same category in Medical Dept.
14.	Assistant Store Keeper	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Senior Reader	11	21230-63010	11	32670-101970	
16.	Head Computer	11	21230-63010	11	32670-101970	
17.	Junior Manager (Formerly known as Deputy Foreman)	11	21230-63010	11	32670-101970	
18.	Typewriter Mechanic	11	21230-63010	11	32670-101970	
19.	Booking Clerk	10	19500-58330	10	29980-94500	
20.	Inter/Lino Type Operator	10	19500-58330	10	29980-94500	
21.	Junior Store Keeper	10	19500-58330	10	29980-94500	
22.	Type Store Keeper	10	19500-58330	10	29980-94500	
23.	Offset Cameraman/ Cameraman	10	19500-58330	10	29980-94500	
24.	Artist / Artist and Caligraphist/ Artist (commercial)	10	19500-58330	10	29980-94500	
25.	Senior Despatching Clerk	9	18400-55410	9	28280-89720	
26.	Senior Electrician	9	18400-55410	9	28280-89720	
27.	Assistant Artist & Caligraphist /Asst. Artist	9	18400-55410	9	28280-89720	
28.	Senior Machine Minder (Double Colour)/Senior Machine Minder (DC) Kurnool	9	18400-55410	9	28280-89720	
29.	Junior Assistant	cc		cc		Common Category
30.	Typist/LD Steno	cc		cc		Common Category
31.	Junior Reader	8	17890-53950	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
32.	Senior Compositor	8	17890-53950	8	27500-87480	
33.	Senior Machine Minder	8	17890-53950	8	27500-87480	
34.	Senior Mechanic (Formerly known as Senior Turner/Turner/Offset Mechanic)	8	17890-53950	8	27500-87480	
35.	Senior Binder (Formerly Selection Grade Binder)	8	17890-53950	8	27500-87480	
36.	Plate Printer (Grade-I&II)	8	17890-53950	8	27500-87480	
37.	Senior Machine Minder (Single Colour)/ Senior Machine Minder (SC) Kurnool	8	17890-53950	8	27500-87480	
38.	Driver (H.V.)	cc		cc		Common Category
39.	Despatching Clerk	7	16400-49870	7	25220-80910	
40.	Junior Typewriter Mechanic	7	16400-49870	7	25220-80910	
41.	Warehouseman	6	15460-47330	6	23780-76730	
42.	Shroff	cc		cc		Common Category
43.	Copy Holder	5	15030-46060	5	23120-74770	
44.	Compositor	5	15030-46060	5	23120-74770	
45.	Roneo Operator	cc		cc		Common Category
46.	Record Assistant	cc		cc		Common Category
47.	Despatcher/Assistant Gazette Distributor	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
48.	Time Keeper	4	14600-44870	4	22460-72810	
49.	Machine Minder	4	14600-44870	4	22460-72810	
50.	Binder (including Cutter Grade.I&II)/ Binder-cum-ruler	4	14600-44870	4	22460-72810	
51.	Metal Caster	4	14600-44870	4	22460-72810	
52.	Junior Mechanic	4	14600-44870	4	22460-72810	
53.	Checker (Stationery Wing)	4	14600-44870	4	22460-72810	
54.	Junior Machine Minder (Single Colour)	4	14600-44870	4	22460-72810	
55.	Asst. Machine Minder (Double Colour)	4	14600-44870	4	22460-72810	
56.	Assistant Machine Minder (LP) (including form Carrier)/ (Litho Corrector)	3	13780-42490	3	21200-65360	
57.	Junior Carpenter / Carpenter	3	13780-42490	3	21200-65360	
58.	Machine Attendant	3	13780-42490	3	21200-65360	
59.	Counter / Packer	3	13780-42490	3	21200-65360	
60.	Cycle Orderly	cc		cc		Common Category
61.	Motor Cleaner / Motor Attendant/Lorry Cleaner	1	13000-40270	1	20000-61960	
62.	Searcher / Watchman	cc		cc		Common Category
63.	Lascar	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
64.	Mazdoor/ Attendant/ Boy/Labourer	1	13000-40270	1	20000-61960	
65.	Mali/Malan	cc		cc		Common Category
66.	Sweeper	cc		cc		Common Category
67.	Office Subordinate	cc		cc		Common Category

21. (e). JUDICIAL DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	District & Sessions Judge Gr.I					Not in Commission's Purview
2.	District & Sessions Judge Gr.II					Not in Commission's Purview
3.	Additional Chief Judge, City Civil Court, Small Causes Court					Not in Commission's Purview
4.	Chief Metropolitan Magistrate					Not in Commission's Purview
5.	Metropolitan Sessions Judge					Not in Commission's Purview
6.	Sub-Judge					Not in Commission's Purview
7.	Additional Judge Small Causes Court and City Civil Court.					Not in Commission's Purview
8.	District Munsiff (Munsiff Magistrate)					Not in Commission's Purview
9.	Assistant Judge of the City Court					Not in Commission's Purview
10.	Metropolitan Magistrate					Not in Commission's purview
11.	First Class Judicial Magistrate					Not in Commission's Purview
12.	Chief Administrative Officer	23	42490-96110	23	65360-154980	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Senior Sheristedars / Senior Superintendent (formerly known as Head Clerk District Court, Addl. District Courts, Sheristedars of Sub-Courts and Central Nazir of District Court)	18	29760-80930	19	48440-137220	
14.	Stenographer Gr-I	18	29760-80930	19	48440-137220	
15.	Superintendent / Sheristedar (formerly known as Superintendent, Translator and Head Clerk of District Munsif Courts U.D. Record Keeper, and Senior Superintendent of Copyists of District Courts)	17	28940-78910	18	45830-130580	
16.	Stenographer Gr-II	15	25140-73270	17	44570-127480	
17.	Senior Assistant	12	22460-66330	14	37640-115500	
18.	Stenographer Gr-III	12	22460-66330	14	37640-115500	
19.	Junior Assistant [formerly known as L.D. Clerk, Junior Superintendent of Copyist, Assistant Superintendent of Copyist, Assistant Nazir]	7	16400-49870	9	28280-89720	
20.	Typist	7	16400-49870	9	28280-89720	
21.	Field Assistant [formerly known as Amins and Baliffs]	7	16400-49870	9	28280-89720	
22.	Examiner [formerly known as Examiner & Reader]	6	15460-47330	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
23.	Copyist	6	15460-47330	7	25220-80910	
24.	Driver	6	15460-47330	6	23780-76730	
25.	Process Server	6	15460-47330	6	23780-76730	
26.	Shroff	6	15460-47330	6	23780-76730	
27.	Lift Operator/ Roneo Operator	cc		cc		Common Category
28.	Record Assistant	5	15030-46060	5	23120-74770	
29.	Jamedar	4	14600-44870	4	22460-72810	
30.	Chowkidar	1	13000-40270	1	20000-61960	
31.	Office Subordinate (formerly Attender)	1	13000-40270	1	20000-61960	
32.	Dalayat	1	13000-40270	1	20000-61960	
33.	Mutchi	1	13000-40270	1	20000-61960	
34.	Guard	1	13000-40270	1	20000-61960	
35.	Sub-Jail Warden	1	13000-40270	1	20000-61960	

21. (f). ANDHRA PRADESH JUDICIAL ACADEMY

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director (in the rank of District Judge Grade-I)					Not in Commission's Purview
2.	Additional Director (in the rank of District Judge, Grade-II)					Not in Commission's Purview
3.	Deputy Director (in the rank of Senior Civil Judge)					Not in Commission's Purview
4.	Assistant Director (in the rank of Junior Civil Judge)					Not in Commission's Purview
5.	Administrative Officer (in the rank of Junior Civil Judge)					Not in Commission's Purview
6.	Section Officer	21	37100-91450	21	57100-147760	
7.	Deputy Section Officer	17	28940-78910	18	45830-130580	
8.	Librarian Gr.II	13	23100-67990	14	37640-115500	On par with same category in Public Libraries
9.	Steno	cc		cc		Common Category
10.	Assistant	cc		cc		Common Category
11.	Typist	cc		cc		Common Category
12.	Driver	cc		cc		Common Category
13.	Book Keeper	6	15460-47330	6	23780-76730	
14.	Office Subordinate (formerly Attender)	cc		cc		Common Category
15.	Watchman	cc		cc		Common Category

21. (g). PUBLIC PROSECUTORS' OFFICE

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Secretary	21	37100-91450	21	57100-147760	
2.	Manager	17	28940-78910	18	45830-130580	On par with Superintendent
3.	Senior Assistant	cc		cc		Common Category
4.	Junior Assistant	cc		cc		Common Category
5.	Steno Typist	cc		cc		Common Category
6.	Junior Steno	cc		cc		Common Category
7.	Typist	cc		cc		Common Category
8.	Record Assistant	cc		cc		Common Category
9.	Office Sub-ordinate	cc		cc		Common Category

21. (h). SAINIK WELFARE (A.P. Rajya Sainik Board) DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	27	56870-105810	27	87480-170580	
2.	Asst. Director	21	37100-91450	21	57100-147760	
3.	Assistant Accounts Officer	19	31460-84970	20	54060-140540	On par with same category in T&A Dept
4.	Zilla Sainik Welfare Officer	19	31460-84970	19	48440-137220	
5.	Placement Officer	19	31460-84970	19	48440-137220	
6.	Superintendent	cc		cc		Common Category
7.	Senior Assistant	cc		cc		Common Category
8.	Junior Assistant	cc		cc		Common Category
9.	Typist	cc		cc		Common Category
10.	Junior Steno	cc		cc		Common Category
11.	Welfare Organiser	7	16400-49870	8	27500-87480	
12.	Driver	cc		cc		Common Category
13.	Record Assistant	cc		cc		Common Category
14.	Roneo Operator	cc		cc		Common Category
15.	Office Subordinate	cc		cc		Common Category
16.	Watchman	cc		cc		Common Category
17.	Sweeper	cc		cc		Common Category
Employees Redeployed From erstwhile Hyderabad Allwyn Ltd.						
18.	Attender (Workers)	4	14600-44870	4	22460-72810	

22. INDUSTRIES AND COMMERCE DEPARTMENT

22. (a). INDUSTRIES, COMMERCE AND EXPORT PROMOTION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Director (Non-I.A.S)	29	66330-108330	29	101970-174790	
3.	General Manager (DIC)/ Joint Director	27	56870-105810	27	87480-170580	
4.	Deputy Director	24	46060-98440	24	70850-158880	
5.	Special Deputy Collector (LA)	22	40270-93780	22	61960-151370	
6.	Assistant Director	22	40270-93780	22	61960-151370	
7.	Industrial Promotion Officer	20/19	35120-84970 (as personal to those Industrial Promotion Officers who were recruited with Engineering Graduation qualification as per the specific notification issued by the Public Service commission) 31460-84970 (for diploma holders)	20/19	54060-140540 (as personal to those Industrial Promotion Officers who were recruited with Engineering Graduation qualification as per the specific notification issued by the Public Service commission) 48440-137220 (for diploma holders)	
8.	Industrial Promotion Officer [formerly Extension Officer (Census)]	19	31460-84970	19	48440-137220	
9.	Special Category Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
10.	Superintendent	cc		cc		Common Category
11.	Senior Investigator	17	28940-78910	18	45830-130580	On par with Dy. Statistical Officer in E&S Dept
12.	Industrial Promotion Officer (Non-Technical)	17	28940-78910	17	44570-127480	
13.	Senior Inspector (Co-Op.)	16	26600-77030	16	40970-124380	
14.	Senior Steno	cc		cc		Common Category
15.	Senior Assistant	cc		cc		Common Category
16.	Junior Inspector (Industrial Co-operatives)	12	22460-66330	14	37640-115500	On par with same category in Co-operation Department
17.	Junior Assistant	cc		cc		Common Category
18.	Typist	cc		cc		Common Category
19.	Junior Steno	cc		cc		Common Category
20.	Telephone Operator	cc		cc		Common Category
21.	Mechanic (Head Office)	8/6	17890-53950 (P)/ 15460-47330 (FE)	8/6	27500-87480 (P)/ 23780-76730 (FE)	
22.	Driver	cc		cc		Common Category
23.	Record Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
24.	Roneo Operator	cc		cc		Common Category
25.	Office Subordinate	cc		cc		Common Category
26.	Sevak	1	13000-40270	1	20000-61960	
27.	Watchman	cc		cc		Common Category
28.	Sweeper	cc		cc		Common Category
29.	Scavenger	cc		cc		Common Category
30.	Gardener/Mali/Malan	cc		cc		Common Category
Posts Transferred to Corporations:						
(I) HANDICRAFTS DEVELOPMENT CORPORATION						
1.	Godown Keeper	5	15030-46060	5	23120-74770	
(II) LEATHER INDUSTRIES DEVELOPMENT CORPORATION						
1.	Semi Skilled Worker	4	14600-44870	4	22460-72810	
2.	Kamgar	1	13000-40270	1	20000-61960	
COMMERCE & EXPORT PROMOTION DEPARTMENT						
1.	Joint Director	27	56870-105810	27	87480-170580	
2.	Deputy Director	24	46060-98440	24	70850-158880	
3.	Assistant Director	22	40270-93780	22	61960-151370	
4.	Export Promotional Officer (formerly known as Section Officer)	20	35120-87130	20	54060-140540	
5.	Superintendent	Cc		cc		Common Category
6.	Inspector	14	24440-71510	14	37640-115500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
7.	Senior Assistant	Cc		cc		Common Category
8.	Upper Division Steno / Senior Steno	Cc		cc		Common Category
9.	Junior Assistant	Cc		cc		Common Category
10.	Typist	Cc		cc		Common Category
11.	Driver (L.V.)	Cc		cc		Common Category
12.	Dafedar	Cc		cc		Common Category
13.	Office Subordinate	Cc		cc		Common Category
14.	Chowkidar	Cc		cc		Common Category

22. (b). HANDLOOMS AND TEXTILES DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director/ Commissioner					Cadre Post
2.	Additional Director	29	66330-108330	29	101970-174790	
3.	Joint Director	26	52590-103290	26	80910-166680	
4.	Deputy Director	24	46060-98440	24	70850-158880	
5.	Assistant Director (H&T)	21	37100-91450	21	57100-147760	
6.	Development Officer (H&T)	18	29760-80930	19	48440-137220	
7.	Assistant Development Officer (H&T)	16	26600-77030	17	44570-127480	
8.	Senior Assistant	cc		cc		Common Category
9.	Junior Assistant	cc		cc		Common Category
10.	Typist	cc		cc		Common Category
11.	Junior Steno/ LD Steno	cc		cc		Common Category
12.	Driver	cc		cc		Common Category
13.	Record Assistant	cc		cc		Common Category
14.	Roneo Operator	cc		cc		Common Category
15.	Jamedar	cc		cc		Common Category
16.	Office Subordinate	cc		cc		Common Category
17.	Watchman	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
TECHNICAL STAFF						
18.	Technical Assistant	13	23100-67990	13	35570-109910	
19.	Skilled Worker	3	13780-42490	3	21200-65360	
INDIAN INSTITUTE OF HANDLOOM TECHNOLOGY, VENKATAGIRI, (NELLORE DISTRICT)						
20.	Principal	23	42490-96110	23	65360-154980	
21.	Lecturer (Textile)	19	31460-84970	19	48440-137220	
22.	Superintendent	cc		cc		Common Category
23.	Assistant Designer	12	22460-66330	12	34580-107210	
24.	Demonstrator (Weaving)	12	22460-66330	12	34580-107210	
25.	Demonstrator (Dyeing)	12	22460-66330	12	34580-107210	
26.	Weaver Grade-I	8	17890-53950	8	27500-87480	
27.	Attendant (Weaving)	2	13390-41380	2	20600-63660	
28.	Senior Carpenter	2	13390-41380	2	20600-63660	

22. (c). MINES AND GEOLOGY DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Mines & Geology	29	66330-108330	31	124380-179000	If held by Departmental Officer
2.	Additional Director of Mines & Geology			29	101970-174790	Newly created post in G.O.Ms. No. 138 dated 04-12-2018 of the Industries & Commerce (Estt.) Department
3.	Joint Director of Mines & Geology	26	52590-103290	26	80910-166680	
4.	Deputy Director (Mines & Geology)	24	46060-98440	24	70850-158880	
5.	Deputy Director (Chemist)	24	46060-98440	24	70850-158880	
6.	Deputy Director (Admn.)	24	46060-98440	24	70850-158880	
7.	Deputy Director (Law)	24	46060-98440	24	70850-158880	
8.	Deputy Director (Mines)	24	46060-98440	24	70850-158880	
9.	Assistant Director (M&G.)	21	37100-91450	22	61960-151370	
10.	Assistant Director (Mines)	21	37100-91450	22	61960-151370	
11.	Chemist	21	37100-91450	22	61960-151370	
12.	Assistant Director (Admn.)	21	37100-91450	21	57100-147760	
13.	Assistant Director (Survey)	21	37100-91450	21	57100-147760	
14.	Assistant Geologist	20	35120-87130	21	57100-147760	
15.	Assistant Mines Officer	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Mineral Revenue Officer	20	35120-87130	20	54060-140540	
17.	Assistant Chemist	19	31460-84970	19	48440-137220	
18.	Royalty Inspector	18	29760-80930	18	45830-130580	
19.	Senior Driller	18	29760-80930	18	45830-130580	
20.	Superintendent	cc		cc		Common Category
21.	Supervisor	16	26600-77030	17	44570-127480	
22.	Drill Superintendent	16	26600-77030	16	40970-124380	
23.	Surveyor	13	23100-67990	15	38720-118390	
24.	Technical Assistant	13	23100-67990	15	38720-118390	
25.	Senior Assistant	cc		cc		Common Category
26.	Lab. Assistant	13	23100-67990	13	35570-109910	
27.	Draughtsman	12	22460-66330	12	34580-107210	
28.	Drill Mechanic	11	21230-63010	11	32670-101970	
29.	Steno-Typist	cc		cc		Common Category
30.	Junior Assistant	cc		cc		Common Category
31.	Typist	cc		cc		Common Category
32.	Store Keeper	7	16400-49870	9	28280-89720	Common Category (on par with Junior Asst)
33.	Assistant Driller	8	17890-53950	8	27500-87480	
34.	Pump Operator	8	17890-53950	8	27500-87480	
35.	Compressor Operator	8	17890-53950	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
36.	Electrical Fitter	8	17890-53950	8	27500-87480	
37.	Tractor Driver (H.V)	cc		cc		Common Category
38.	Telephone Operator	cc		cc		
39.	Driver (L.V)	cc		cc		Common Category
40.	Shroff	cc		cc		Common Category
41.	Drill Helper	5	15030-46060	5	23120-74770	
42.	Jamedar	cc		cc		Common Category
43.	Chainman	cc		cc		Common Category
44.	Lab. Attender	1	13000-40270	1	20000-61960	
45.	Cycle Orderly	cc		cc		Common Category
46.	Office Subordinate	cc		cc		Common Category
47.	Chowkidar	cc		cc		Common Category
48.	Sweeper	cc		cc		Common Category

22. (d). SUGAR & CANE COMMISSIONER DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Sugar and Cane Commissioner					Cadre Post
2.	Joint Director (Sugar)	26	52590-103290	26	80910-166680	
3.	Deputy Cane Commissioner	24	46060-98440	24	70850-158880	
4.	Deputy Director	24	46060-98440	24	70850-158880	
5.	Assistant Cane Commissioner (formerly known as Sugar Cane Inspector)	22 21	40270-93780 <u>Directorate</u> 37100-91450 Dist. Offices	22	61960-151370	For all posts operated at the HoD or District level
6.	Assistant Director	21	37100-91450	21	57100-147760	
7.	Cane Regulation Inspector (formerly known as Assistant Sugar Cane Inspector)	20	35120-87130	20	54060-140540	
8.	Assistant Engineer (absorbed from the post of Asst. Manager (Allwyn) vide G.O.Rt.No.190, Dt. 9.7.2018)	20	35120-87130	20/19	54060-140540 (P.I.)/ 48440-137220 (F.E.)	
9.	Superintendent	cc		Cc		Common Category
10.	Section Officer (Statistics)					On deputation from E&S Dept.
11.	Computer (ASO)					On deputation from E&S Dept.
12.	Senior Stenographer	cc		Cc		Common Category
13.	Senior Assistant (including one post of Junior Inspector which was converted to that of Senior Assistant as per service rules)	cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Junior Assistant	cc		Cc		Common Category
15.	Typist	cc		Cc		Common Category
16.	Driver	cc		Cc		Common Category
17.	Roneo Operator	cc		Cc		Common Category
18.	Office Subordinate	cc		Cc		Common Category
19.	Worker (Redeployed from Allwyn)	3	13780-42490	3	21200-65360	

23. INFORMATION TECHNOLOGY, ELECTRONICS AND COMMUNICATIONS DEPARTMENT

23. (a). COMMISSIONER E.D.S (e-Seva)

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Director					Cadre Post
3.	Deputy Director (In the cadre of Dy. Collector)	22	40270-93780	22	61960-151370	
4.	Assistant Managar (In the cadre of Dy. Tahsildar)	17	28940-78910	18	45830-130580	
5.	Administrative Officer (In the cadre of Dy. Tahsildar)	17	28940-78910	18	45830-130580	
6.	Senior Assistant	cc		cc		Common Category
7.	P.A. to Director	7	16400-49870	9	28280-89720	On par with Junior Assistant
8.	Office Subordinate (formerly Attender)	cc		cc		Common Category
9.	Sweeper	cc		cc		Common Category
ALLOTTED FROM FINANCE (SMPC) DEPARTMENT						
10.	Superintendent	cc		cc		Common Category
11.	Work Inspector / Computer Operator	7	16400-49870	7	25220-80910	
12.	Tradesman / Computer Operator	6	15460-47330	6	23780-76730	

24. INFRASTRUCTURE AND INVESTMENT DEPARTMENT

24. (a). PORTS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of State Ports	29	66330-108330	30	112610-174790	If held by Departmental Officer
2.	Port Officer	28	61450-105810	29	101970-174790	
3.	Superintending Engineer (Marine)	28	61450-105810	29	101970-174790	
4.	Deputy Commissioner of Labour	25	49870-100770	25	76730-162780	
5.	Executive Engineer	25	49870-100770	25	76730-162780	
6.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
7.	Port Wireless Engineer	21 / 19	37100-91450 (for Engg. Degree Holders) / 31460-84970 (for Diploma Holders)	21 / 19	57100-147760 (for Engg. Degree Holders) / 48440-137220 (for Diploma Holders)	
8.	Asst. Executive Engineer	21	37100-91450	21	57100-147760	
9.	Port Health Officer	20	35120-87130	20	54060-140540	
10.	P.A to Director of State Ports	19	31460-84970	20	54060-140540	
11.	Harbour Craft Superintendent	19	31460-84970	20	54060-140540	
12.	Assistant Engineer	19	31460-84970	19	48440-137220	
13.	Draughtsman Gr.I	19	31460-84970	19	48440-137220	
14.	Divisional Accounts Officer (Works)					Drafted from Works & Accounts Dept
15.	Superintendent	Cc		Cc		

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Port Conservator	15	25140-73270	15	38720-118390	
17.	Asst. Foreman	14	24440-71510	14	37640-115500	
18.	Draughtsman Gr.II	14	24440-71510	14	37640-115500	
19.	Senior Assistant	Cc		cc		Common Category
20.	Senior Steno / Upper Division Steno	Cc		cc		Common Category
21.	Operator Gr.II	12	22460-66330	12	34580-107210	
22.	Draughtsman Gr.III	12	22460-66330	12	34580-107210	
23.	Assistant Port Conservator-cum-wharf Supervisor	11	21230-63010	11	32670-101970	
24.	Launch Driver Gr.I	10	19500-58330	10	29980-94500	
25.	Maistry Gr.I	9	18400-55410	9	28280-89720	
26.	Tracer	8	17890-53950	9	28280-89720	On par with same category in Engineering Depts
27.	Junior Assistant	Cc		cc		Common Category
28.	Typist	Cc		cc		Common Category
29.	Electrician	8 / 5	17890-53950 (P)/ 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
30.	Wireman	8 / 2	17890-53950 (P)/ 13390-41380 (FE)	8 / 2	27500-87480 (P)/ 20600-63660 (FE)	
31.	Launch Driver Gr.II	8	17890-53950	8	27500-87480	
32.	Sarang	8	17890-53950	8	27500-87480	
33.	Wireless Operator including Morse Signaller	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
34.	Assistant Light Keeper & Signaller	7	16400-49870	7	25220-80910	
35.	Maistry Gr.II	7	16400-49870	7	25220-80910	
36.	Launch Driver Gr.III	6	15460-47330	6	23780-76730	
37.	Pump House Driver Grade.III	6	15460-47330	6	23780-76730	
38.	Pump House Fitter Grade.III	6	15460-47330	6	23780-76730	
39.	Driver (L.V)	Cc		cc		Common Category
40.	Record Assistant	Cc		cc		Common Category
41.	Roneo Operator	Cc		cc		Common Category
42.	Time Keeper	4	14600-44870	4	22460-72810	
43.	Oil Man	3	13780-42490	3	21200-65360	
44.	Lascar	3	13780-42490	3	21200-65360	
45.	Blue Print Operator	2	13390-41380	2	20600-63660	
46.	Flag Lascar	2	13390-41380	2	20600-63660	
47.	Dafedar	Cc		cc		Common Category
48.	Office Subordinate	Cc		cc		Common Category
49.	Helper Attender	1	13000-40270	1	20000-61960	
50.	Attendant	1	13000-40270	1	20000-61960	
51.	Fuel Yard Maistry	1	13000-40270	1	20000-61960	
52.	Dock Mazdoor	1	13000-40270	1	20000-61960	
53.	Store Attender	1	13000-40270	1	20000-61960	
54.	Bellow Boy	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
55.	Foreshore Sweeper	1	13000-40270	1	20000-61960	
56.	Watchman	Cc		cc		Common Category
57.	Sweeper	Cc		cc		Common Category
58.	Scavenger	Cc		cc		Common Category
59.	Mali	Cc		cc		Common Category
60.	Water Supply Lineman	1	13000-40270	1	20000-61960	

**25. LABOUR, FACTORIES, BOILERS AND INSURANCE MEDICAL SERVICES
DEPARTMENT**

25. (a). LABOUR DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner of Labour					Cadre Post
2.	Additional Commissioner of Labour	28	61450-105810	28	94500-170580	
3.	Joint Commissioner	26	52590-103290	26	80910-166680	
4.	Deputy Commissioner	24	46060-98440	24	70850-158880	
5.	Assistant Commissioner	21	37100-91450	21	57100-147760	
6.	Statistical Officer					Drafted from E&S Dept
7.	Assistant Labour Officer	17	28940-78910	18	45830-130580	
8.	Superintendent	cc		cc		Common Category
9.	Special Category Steno	cc		cc		Common Category
10.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	Drafted from E&S Dept
11.	Senior Assistant	cc		cc		Common Category
12.	Senior Steno	cc		cc		Common Category
13.	Health Visitor	9	18400-55410	9	28280-89720	
14.	Craft Instructor	9	18400-55410	9	28280-89720	
15.	Nursery School Teacher	9	18400-55410	9	28280-89720	
16.	Adult Education Teacher	9	18400-55410	9	28280-89720	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Workers Education Teacher	9	18400-55410	9	28280-89720	
18.	Junior Assistant	cc		cc		Common Category
19.	Junior Steno	cc		cc		Common Category
20.	Typist	cc		cc		Common Category
21.	Games Supervisor	8	17890-53950	8	27500-87480	
22.	Audio Visual Incharge	8	17890-53950	8	27500-87480	
23.	Driver	cc		cc		Common Category
24.	Cashier	cc		cc		Common Category
25.	Shroff	cc		cc		Common Category
26.	Bill Collector	5	15030-46060	5	23120-74770	
27.	Duplicating Operator	cc		cc		Common Category
28.	Record Assistant	cc		cc		Common Category
29.	Jamedar	cc		cc		Common Category
30.	Dafedar	cc		cc		Common Category
31.	Office Subordinate	cc		cc		Common Category
32.	Chowkidar	cc		cc		Common Category
33.	Watchman	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
34.	Ayah	1	13000-40270	1	20000-61960	
35.	Sweeper	cc		cc		Common Category
36.	Mali	cc		cc		Common Category

25. (b). FACTORIES DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	31	80930-110850	31	124380-179000	
2.	Joint Chief Inspector of Factories	29	66330-108330	29	101970-174790	
3.	Deputy Chief Inspector of Factories	25	49870-100770	25	76730-162780	
4.	Medical Inspector of Factories	25	49870-100770	25	76730-162780	
5.	Senior Inspector of Factories	25	49870-100770	25 (P.I.)/ 23 (F.E.)	76730-162780 (P.I.)/ 65360-154980 (F.E.)	Vide Commission's recommendations under Boilers Department of Volume II/2
6.	Inspector of Factories	23	42490-96110	23 (P.I.)/ 21 (F.E.)	65360-154980 (P.I.)/ 57100-147760 (F.E.)	
7.	Inspector of Factories (Tech)	23	42490-96110	23 (P.I.)/ 21 (F.E.)	65360-154980 (P.I.)/ 57100-147760 (F.E.)	
8.	Inspector of Factories (Chemical)	23	42490-96110	23 (P.I.)/ 21 (F.E.)	65360-154980 (P.I.)/ 57100-147760 (F.E.)	
9.	Draughtsman	19	31460-84970	19	48440-137220	
10.	Superintendent	cc		cc		Common Category
11.	Assistant Inspector of Factories	17	28940-78910	18	45830-130580	On par with Superintendents
12.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	On par with same category in E&S Dept
13.	Assistant Draughtsman	14	24440-71510	14	37640-115500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Lab. Assistant (Senior Grade)	12	22460-66330	12	34580-107210	
15.	Supervisor	11	21230-63010	11	32670-101970	
16.	Senior Assistant	cc		cc		Common Category
17.	Senior Steno	cc		cc		Common Category
18.	Junior Assistant	cc		cc		Common Category
19.	Typist	cc		cc		Common Category
20.	Junior Steno	cc		cc		Common Category
21.	Driver (L.V)	cc		cc		Common Category
22.	Shroff	cc		cc		Common Category
23.	Record Assistant	cc		cc		Common Category
24.	Jamedar	cc		cc		Common Category
25.	Office Subordinate	cc		cc		Common Category
26.	Sweeper	cc		cc		Common Category
27.	Scavenger	cc		cc		Common Category
28.	Watchman	cc		cc		Common Category
29.	Watchman-Cum-Sweeper	cc		cc		Common Category

25. (c). BOILERS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Boilers	31	80930-110850	31	124380-179000	
2.	Deputy Chief Inspector of Boilers	24	46060-98440	25	76730-162780	
3.	Inspector of Boilers	21	37100-91450	21	57100-147760	
4.	Senior Draughtsman (Mechanical)	19	31460-84970	19	48440-137220	
5.	Superintendent	Cc		cc		Common Category
6.	Draughtsman (Mechanical)	14	24440-71510	14	37640-115500	
7.	Senior Assistant	Cc		cc		Common Category
8.	Driver (LV)	Cc		cc		Common Category
9.	Junior Assistant	Cc		cc		Common Category
10.	Lower Division Steno	Cc		cc		Common Category
11.	Typist	Cc		cc		Common Category
12.	Office Subordinate	Cc		cc		Common Category

25.(d). INSURANCE MEDICAL SERVICES DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	31	80930-110850	31	124380-179000	
2.	Special Grade Civil Surgeon	29	66330-108330	29	101970-174790	
3.	Civil Surgeon Specialist	28	61450-105810	28	94500-170580	
4.	Civil Surgeon (RMO)	28	61450-105810	28	94500-170580	
5.	Joint Director (formerly Dy. Director (IMS))	28	61450-105810	28	94500-170580	
6.	Deputy Civil Surgeon	25	49870-100770	25	76730-162780	
7.	Deputy Civil Surgeon (Dental)	25	49870-100770	25	76730-162780	
8.	Junior Specialist	25	49870-100770	25	76730-162780	
9.	Civil Assistant Surgeon	22	40270-93780	22	61960-151370	
10.	Dental Assistant Surgeon	22	40270-93780	22	61960-151370	
11.	Administrative Assistant	20	35120-87130	20	54060-140540	
12.	Audit Officer	20	35120-87130	20	54060-140540	
13.	Lay Secretary and Treasurer Grade-II	20	35120-87130	20	54060-140540	
14.	Nursing Superintendent Grade.II	20	35120-87130	20	54060-140540	
15.	Administrative Officer	19	31460-84970	20	54060-140540	
16.	Head Nurse	18	29760-80930	18	45830-130580	
17.	Physio-Therapist	18	29760-80930	18	45830-130580	
18.	Superintendent	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Staff Nurse	15	25140-73270	16	40970-124380	On par with same category in M&H Dept.
20.	Pharmacist Gr.I	14	24440-71510	15	38720-118390	On par with same category in M&H Dept.
21.	Radiographer/X-ray Technician	13	23100-67990	13	35570-109910	
22.	Pharmacist, Gr.II	11	21230-63010	13	35570-109910	On par with same category in M&H Dept.
23.	Health Visitor	12	22460-66330	12	34580-107210	
24.	Senior Assistant	Cc		cc		Common Category
25.	Laboratory Technician Gr.II	11	21230-63010	12	34580-107210	On par with same category in M&H Dept.
26.	Blood Bank Technician	11/4	21230-63010 (Q)/ 14600-44870 (UQ)	11/4	32670-101970 (Q)/ 22460-72810 (UQ)	
27.	Central Sterilisation Deptt. Asst. (Tirupati)	10	19500-58330	10	29980-94500	
28.	Auxiliary Nurse Mid-wife	10	19500-58330	10	29980-94500	
29.	Dark Room Assistant	9	18400-55410	9	28280-89720	
30.	Linen Keeper	7	16400-49870	9	28280-89720	On par with Junior Assistant
31.	Junior Assistant	Cc		cc		Common Category
32.	Lower Division Steno	Cc		cc		Common Category
33.	Typist	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Staff Nurse	15	25140-73270	16	40970-124380	On par with same category in M&H Dept.
34.	Lower Division Steward	7	16400-49870	9	28280-89720	On par with Junior Assistant
35.	Plumber	8 / 3	17890-53950 (Personal to those with the qualifications prescribed under the rules)/ 13780-42490 (FE)	8 / 3	27500-87480 (Personal to those with the qualifications prescribed under the rules)/ 21200-65360 (FE)	
36.	Family Welfare Worker	8	17890-53950	8	27500-87480	
37.	Lab Attendant	6 / 2	15460-47330 (Q) / 13390-41380 (UQ)	6 / 2	23780-76730 (Q)/ 20600-63660 (UQ)	
38.	Driver	Cc		cc		Common Category
39.	Tailor	5 / 2	15030-46060 (P)/ 13390-41380 (FE)	5 / 2	23120-74770 (P)/ 20600-63660 (FE)	
40.	Carpenter	5 / 2	15030-46060 (P)/ 13390-41380 (FE)	5 / 2	23120-74770 (P)/ 20600-63660 (FE)	
41.	Record Assistant	Cc		cc		Common Category
42.	E.C.G. Technician Gr-II	3	13780-42490	5	23120-74770	
43.	Electrician Gr.II	4	14600-44870	4	22460-72810	
44.	Theatre Assistant	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
45.	X-ray Attendant/Dark Room Attendant	1	13000-40270	4	22460-72810	
46.	Jamedar	Cc		cc		Common Category
47.	Dresser	3	13780-42490	3	21200-65360	
48.	Cook	2	13390-41380	2	20600-63660	
49.	Tin-Smith-cum-Plumber	1 / 8	13000-40270 (UQ)/ 17890-53950 (Q)	1 / 8	20000-61960(UQ)/ 27500-87480 (Q)	
50.	Nursing Orderly (M/F)	1	13000-40270	1	20000-61960	
51.	Dhobi	1	13000-40270	1	20000-61960	
52.	Barber	1	13000-40270	1	20000-61960	
53.	Cleaner	Cc		cc		Common Category
54.	Sweeper	Cc		cc		Common Category
55.	Thoty	1	13000-40270	1	20000-61960	
56.	Cookmate	1	13000-40270	1	20000-61960	
57.	Ayah	1	13000-40270	1	20000-61960	
58.	Mali/Malan	Cc		cc		Common Category
59.	Gardener	1	13000-40270	1	20000-61960	
60.	General Maistry	1	13000-40270	1	20000-61960	
61.	Sweeper-cum-Thoty	1	13000-40270	1	20000-61960	
62.	Stretcher Bearer	1	13000-40270	1	20000-61960	
63.	Packer	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
64.	Watchman	Cc		cc		Common Category
65.	Office Subordinate	Cc		cc		Common Category
66.	Attendant	1	13000-40270	1	20000-61960	

25. (e). INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, ANANTAPURAMU

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Chairman					Not in Commission's purview
2.	Superintendent	Cc		cc		Common Category
3.	Upper Division Accountant	Cc		cc		Common Category
4.	Junior Assistant	Cc		cc		Common Category
5.	Typist	Cc		cc		Common Category
6.	Steno-Typist	cc		cc		Common Category
7.	Amin	6	15460-47330	6	23780-76730	
8.	Driver	cc		cc		Common Category
9.	Record Assistant	cc		cc		Common Category
10.	Office Subordinate	cc		cc		Common Category
11.	Process Server	cc		cc		Common Category
12.	Watchman	cc		cc		Common Category
13.	Masalchi	1	13000-40270	1	20000-61960	

25. (f). INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, VISHAKHAPATNAM

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Chairman & Presiding Officer					Not in Commission's purview
2.	Superintendent	cc		cc		Common Category
3.	Senior Assistant	cc		cc		Common Category
4.	Junior Assistant	cc		cc		Common Category
5.	Steno-Typist	cc		cc		Common Category
6.	Typist	cc		cc		Common Category
7.	Amin	6	15460-47330	6	23780-76730	
8.	Driver	cc		cc		Common Category
9.	Record Assistant	Cc		cc		Common Category
10.	Office Subordinate (formerly Attender)	Cc		cc		Common Category
11.	Night Watchman	1	13000-40270	1	20000-61960	
12.	Masalchi	1	13000-40270	1	20000-61960	
13.	Process Server	Cc		cc		Common Category

25. (g). LABOUR COURT, GUNTUR

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Presiding Officer					Not in Commission's purview
2.	Superintendent	Cc		cc		Common Category
3.	Senior Assistant	Cc		cc		Common Category
4.	Upper Division Accountant	Cc		cc		Common Category
5.	Upper Division Steno	Cc		cc		Common Category
6.	Junior Assistant	Cc		cc		Common Category
7.	Typist	Cc		cc		Common Category
8.	Amin	6	15460-47330	6	23780-76730	
9.	Driver	Cc		cc		Common Category
10.	Record Assistant	Cc		cc		Common Category
11.	Office Subordinate (formerly Attender)	Cc		cc		Common Category
12.	Watchman	Cc		cc		Common Category
13.	Masalchi	1	13000-40270	1	20000-61960	
14.	Process Server	Cc		cc		Common Category

26. LAW DEPARTMENT
26. (a). GOVERNMENT PLEADER'S OFFICE

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Administrator (J.S Non cadre of Sectt.)	30	73270-108330	30	112610-174790	
2.	Deputy Administrator (R.D.O.)	22	40270-93780	22	61960-151370	
3.	Accounts Officer	22	40270-93780	22	61960-151370	
4.	Superintendent	Cc		cc		Common Category
5.	Manager	Cc		cc		Common Category
6.	Senior Assistant	Cc		cc		Common Category
7.	Senior Accountant	Cc		cc		Common Category
8.	Upper Division Steno	Cc		cc		Common Category
9.	Junior Assistant	Cc		cc		Common Category
10.	Lower Division Steno	Cc		cc		Common Category
11.	Typist	Cc		cc		Common Category
12.	Cashier	Cc		cc		Common Category
13.	Record Assistant	Cc		cc		Common Category
14.	Xerox-cum-Roneo Operator	Cc		cc		Common Category
15.	Office Subordinate (formerly Attender)	Cc		cc		Common Category

26. (b). PROSECUTIONS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Prosecutions	31	80930-110850	31	124380-179000	Post sanctioned vide G.O. Ms. No. 169, Fin Dept., dated 21-09-2017
2.	Additional Director of Prosecutions	30	73270-108330	30	112610-174790	
3.	Joint Director of Prosecutions	28	61450-105810	28	94500-170580	
4.	Public Prosecutor	28	61450-105810	28	94500-170580	
5.	Additional Public Prosecutor Grade-I	27	56870-105810	27	87480-170580	
6.	Additional Public Prosecutor Grade-II	25	49870-100770	25	76730-162780	
7.	Senior Assistant Public Prosecutor	23	42490-96110	23	65360-154980	
8.	Assistant Public Prosecutor	21	37100-91450	21	57100-147760	
9.	Administrative Officer (Legal)	19	31460-84970	20	54060-140540	
10.	Administrative Officer	19	31460-84970	20	54060-140540	
11.	Superintendent	Cc		cc		Common Category
12.	Personal Asst.(Special Category Steno)	Cc		cc		Common Category
13.	Senior Assistant	Cc		cc		Common Category
14.	Senior Steno	Cc		cc		Common Category
15.	Junior Assistant	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Junior Assistant-cum-Typist	Cc		cc		Common Category
17.	Typist	Cc		cc		Common Category
18.	Driver	Cc		cc		Common Category
19.	Office Subordinate	Cc		cc		Common Category
ADMINISTRATOR GENERAL & OFFICIAL TRUSTEE OF A.P.						
1.	Superintendent	Cc		cc		Common Category
2.	Senior Assistant	Cc		cc		Common Category
3.	Junior Assistant	Cc		cc		Common Category
4.	Typist	Cc		cc		Common Category
5.	Office Sub-ordinate	Cc		cc		Common Category

27. MINORITIES WELFARE DEPARTMENT
27. (a). COMMISSIONER OF MINORITIES WELFARE

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
STATE LEVEL						
1.	Commissioner/ Director					Cadre post
2.	Deputy Director	24	46060-98440	24	70850-158880	
3.	Accounts Officer	22	40270-93780	22	61960-151370	On par with T&A Dept
4.	Deputy Inspector of Survey					On deputation from SS&LR Dept
5.	Superintendent	cc		cc		Common Category
6.	Deputy Surveyor					On deputation from SS&LR Dept
7.	Senior Accountant	cc		cc		Common Category
8.	Senior Assistant	cc		cc		Common Category
9.	Junior Accountant	cc		cc		Common Category
10.	Junior Assistant-cum-DEO	cc		cc		Common Category
DISTRICT LEVEL						
1.	Deputy Director	24	46060-98440	24	70850-158880	
2.	Assistant Director	21	37100-91450	21	57100-147760	
3.	District Minority Welfare Officer	19	31460-84970	19	48440-137220	
4.	Superintendent	cc		cc		Common Category
5.	Hostel Welfare Officer Gr-II	14	24440-71510	15	38720-118390	On par with same category in Social Welfare Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
6.	Senior Assistant	cc		cc		Common Category
7.	Junior Assistant-cum-DEO	cc		cc		Common Category
8.	Junior Assistant	cc		cc		Common Category
9.	Typist-cum-Lower Division Steno	cc		cc		Common Category
10.	Office Subordinate	cc		cc		Common Category

27. (b). SURVEY COMMISSIONER OF WAKFS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Survey Commissioner of Wakfs (FAC)					Cadre Post
2.	Senior Assistant	Cc		cc		Common Category
3.	U.D. Accountant/ Senior Accountant	Cc		cc		Common Category
4.	Office Subordinate (formerly Attender)	Cc		cc		Common Category

28. MUNICIPAL ADMINISTRATION AND URBAN DEVELOPMENT AUTHORITY

28. (a). MUNICIPAL ADMINISTRATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner & Director					Cadre Post
2.	Commissioner of Municipal Corporation (in the cadre of IAS)					Cadre Post
3.	Additional Director/ Commissioner of Municipal Corporations (in the cadre of Additional Director)/ Additional Commissioner of Municipal Corporations (in the cadre of Additional Director)	30	73270-108330	30	112610-174790	
4.	Regional Director-Cum-Appellate Commissioner/ Commissioner of Municipal Corporations (in the cadre of Regional Director)	28	61450-105810	28	94500-170580	
5.	Municipal Commissioner (Selection Gr.)/ Additional Commissioner of Municipal Corporation (in cadre of Sel. Gr. M.C.)	26	52590-103290	26	80910-166680	
6.	Joint Director/ Commissioner of ULB (in the cadre of Joint Director)	26	52590-103290	26	80910-166680	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
7.	Municipal Commissioner (Spl. Grade)/ Additional Commissioner of Municipal Corporations (in the cadre of Spl. Gr. M.C.)/ Secretary of Municipal Corporation (in the cadre of Spl.Gr. M.C.)	24	46060-98440	24	70850-158880	
8.	Deputy Director	24	46060-98440	24	70850-158880	
9.	Deputy Commissioner of Municipal Corporations (in the cadre of Special Grade Municipal Commissioner)	24	46060-98440	24	70850-158880	
10.	Municipal Commissioner Grade-I/ Secretary, Municipal Corporation in the cadre of First Gr. M.C.)	22	40270-93780	22	61960-151370	
11.	Public Relations Officer					Deputed from I&PR Dept
12.	Chief Valuation Officer (In the Cadre of Municipal Commissioner 1st Grade)	22	40270-93780	22	61960-151370	
13.	Municipal Commissioner, Grade-II / Compost Development Officer/ Assistant Commissioner in the cadre of Second Gr. M.C.	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Assistant Director, O/o C & DMA	20	35120-87130	20	54060-140540	
15.	Municipal Commissioner, Grade-III	18	29760-80930	18	45830-130580	
16.	Superintendent	cc		cc		Common Category
17.	Special Category Steno	cc		cc		Common Category
18.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	On par with same category in E&S Dept
19.	Senior Assistant	cc		cc		Common Category
20.	Senior Accountant	cc		cc		Common Category
21.	Senior Steno	cc		cc		Common Category
22.	Junior Assistant (Jr. Asst.-cum-Typist)	cc		cc		Common Category
23.	Typist	cc		cc		Common Category
24.	Senior Driver	cc		cc		Common Category
25.	Telephone Operator	cc		cc		Common Category
26.	Driver	cc		cc		Common Category
27.	Record Assistant	cc		cc		Common Category
28.	Roneo Operator	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	Jamedar	cc		cc		Common Category
30.	Office Subordinate	cc		cc		Common Category
31.	Sweeper	cc		cc		Common Category

28. (b). PUBLIC HEALTH AND MUNICIPAL ENGINEERING DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Engineer-in-Chief	32	87130-110850	32	133900-179000	
2.	Chief Engineer	31	80930-110850	31	124380-179000	
3.	Deputy Chief Engineer	29	66330-108330	29	101970-174790	
4.	Superintending Engineer	29	66330-108330	29	101970-174790	
5.	Executive Engineer	25	49870-100770	25	76730-162780	
6.	Municipal Engineer Ist Grade	25	49870-100770	25	76730-162780	
7.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
8.	Deputy Executive Engineer/ Municipal Engineer Gr.II	23	42490-96110	23	65360-154980	
9.	Non-Technical Personal Assistant to Engineer-in-Chief	21	37100-91450	21	57100-147760	
10.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
11.	Technical Officer (Special Grade) (formerly Draughtsman Special Grade)	21	37100-91450	21	57100-147760	
12.	Divisional Accounts Officer Grade-I	20	35120-87130	20	54060-140540	
13.	Assistant Director	20	35120-87130	20	54060-140540	
14.	Assistant Engineer	19	31460-84970	19	48440-137220	
15.	Technical Officer (Formerly Draughtsman Ist Grade)	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Divisional Accounts Officer Grade-II	18	29760-80930	19	48440-137220	
17.	Superintendent	cc		cc		Common Category
18.	Special Category Steno	cc		cc		Common Category
19.	Assistant Technical Officer (Formerly Draughtsman IInd.Grade)	14	24440-71510	14	37640-115500	
20.	Store Keeper Grade-II (Asst. Stock Verifier)	cc		cc		Common Category (In the pay scale of Senior Asst)
21.	Upper Division Steno	cc		cc		Common Category
22.	Senior Assistant	cc		cc		Common Category
23.	Assistant Stock Verifier	cc		cc		Common Category (In the pay scale of Senior Asst)
24.	Junior Technical Officer (Formerly Draughtsman Grade-III)	12	22460-66330	12	34580-107210	
25.	Technical Assistant (Formerly Tracer)	8	17890-53950	9	28280-89720	
26.	Typist	cc		cc		Common Category
27.	Steno-Typist	cc		cc		Common Category
28.	Junior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	Light Vehicle Driver	cc		cc		Common Category
30.	Roneo Operator	cc		cc		Common Category
31.	Record Assistant	cc		cc		Common Category
32.	Jamedar	cc		cc		Common Category
33.	Printing Technician (Formerly Blue Print Operator)	4	14600-44870	4	22460-72810	
34.	Sweeper	cc		cc		Common Category
35.	Watchman	cc		cc		Common Category
36.	Lascar	1	13000-40270	1	20000-61960	
37.	Office Subordinate	cc		cc		Common Category

28. (c). TOWN & COUNTRY PLANNING DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	32	87130-110850	32	133900-179000	
2.	Additional Director	29	66330-108330	29	101970-174790	
3.	Joint Director (formerly known as Senior Joint Director) / City Planner (formerly known as Chief City Planner)	27	56870-105810	27	87480-170580	
4.	Deputy Director of Town Planning (formerly known as Joint Director) / Deputy City Planner of Municipal Corporations (Formerly known as City Planners)	24	46060-98440	25	76730-162780	
5.	Assistant Director/ Assistant City Planner/Selection Grade Town Planning Officer/ Assistant Town Planner	22	40270-93780	23	65360-154980	
6.	Town Planning Officer	21	37100-91450	21	57100-147760	
7.	Town Planning Assistant	20	35120-87130	21	57100-147760	
8.	Statistical Officer	20	35120-87130	20	54060-140540	
9.	Administrative Officer	18	29760-80930	20	54060-140540	
10.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
11.	Architectural Draughtsman	19	31460-84970	19	48440-137220	
12.	Quantity Surveyor	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Draughtsman-cum-Modeller	19	31460-84970	19	48440-137220	
14.	Superintendent	cc		cc		Common Category
15.	Statistical Assistant/ Senior Statistical Assistant	17	28940-78910	18	45830-130580	On par with Deputy Statistical Officer, E&S Dept
16.	Accountant	cc		cc		Common Category
17.	Senior Assistant	cc		cc		Common Category
18.	Store Keeper Gr.II	cc		cc		Common Category (In the pay scale of Senior Asst)
19.	Assistant Architectural Draughtsman	12	22460-66330	12	34580-107210	
20.	Surveyor	12	22460-66330	12	34580-107210	
21.	Town Planning Building Overseer	12	22460-66330	12	34580-107210	
22.	Sub Overseer	12	22460-66330	12	34580-107210	
23.	Tracer	8	17890-53950	9	28280-89720	
24.	Junior Assistant	cc		cc		Common Category
25.	Typist	cc		cc		Common Category
26.	Steno-Typist	cc		cc		Common Category
27.	Telephone Operator	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
28.	Driver (L.V)	cc		cc		Common Category
29.	Shroff	cc		cc		Common Category
30.	Roneo Operator	cc		cc		Common Category
31.	Record Assistant	cc		cc		Common Category
32.	Blue Print Operator	3	13780-42490	3	21200-65360	
33.	Chainman	cc		cc		Common Category
34.	Lasker	1	13000-40270	1	20000-61960	
35.	Watchman	cc		cc		Common Category
36.	Sweeper	cc		cc		Common Category
37.	Office Subordinate	cc		cc		Common Category
Redeployed Allwyn Staff						
38.	Supervisor	11	21230-63010	11	32670-101970	

28. (d). GREATER VISAKHAPATNAM MUNICIPAL CORPORATION

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
GENERAL ESTABLISHMENT						
1.	Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
2.	Additional Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Deputy Commissioner (Rev.)					Pay scale as per grade as indicated under Mpl. Admin Dept
4.	Accounts Officer/ Additional Accounts Officer	22	40270-93780	22	61960-151370	
5.	Secretary					Pay scale as per grade as indicated under Mpl. Admin Dept
6.	Assistant Commissioner	21	37100-91450	21	57100-147760	
7.	Revenue Officer	17	28940-78910	19	48440-137220	
8.	Administrative Officer	17	28940-78910	18	45830-130580	
9.	Superintendent	cc		cc		Common Category
10.	Director of Sports	14	24440-71510	14	37640-115500	
11.	Senior Assistant	cc		cc		Common Category
12.	Tax Inspector	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Steno-Typist	cc		cc		Common Category
14.	Typist	cc		cc		Common Category
15.	Junior Assistant	cc		cc		Common Category
16.	Tax Collector	5	15030-46060	5	23120-74770	
17.	Record Assistant	cc		cc		Common Category
18.	Office Subordinate (formerly Attender)	cc		cc		Common Category
19.	Conductress	1	13000-40270	1	20000-61960	
20.	Watchman	cc		cc		Common Category
21.	Mazdoor	1	13000-40270	1	20000-61960	
22.	Sweeper	cc		cc		Common Category
EDUCATION SECTION						
1.	Deputy Educational Officer	22	40270-93780	22	61960-151370	
2.	Head Master of High School	20	35120-87130	20	54060-140540	
3.	Supervisor of Schools/ Director of Sports (B.Ed. Asst. Cadre)	17	28940-78910	17	44570-127480	
4.	B.Ed., Assistant	17	28940-78910	17	44570-127480	
5.	Language Pandit, Grade-I (Hindi & Telugu)	17	28940-78910	17	44570-127480	
6.	Language Pandit, Grade.II (Hindi & Telugu)	11	21230-63010	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
7.	Secondary Grade Teacher	11	21230-63010	12	34580-107210	
8	INSTRUCTORS					
i.	Physical Education Teacher	11	21230-63010	12	34580-107210	
ii.	Craft Teacher	11	21230-63010	12	34580-107210	
iii.	Drawing Teacher	11	21230-63010	12	34580-107210	
iv.	Music Teacher	11	21230-63010	12	34580-107210	
v.	Sewing Teacher	11	21230-63010	12	34580-107210	
ENGINEERING SECTION						
1.	Chief Engineer	31	80930-110850	31	124380-179000	
2.	Superinten-denting Engineer	29	66330-108330	29	101970-174790	
3.	Executive Engineer	25	49870-100770	25	76730-162780	
4.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
5.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
6.	Assistant Engineer	19	31460-84970	19	48440-137220	
7.	Draughtsman Grade-I	19	31460-84970	19	48440-137220	
8.	Draughtsman Grade-II	14	24440-71510	14	37640-115500	
9.	Draughtsman Grade-III	12	22460-66330	12	34580-107210	
10.	Work Inspector, Grade-II	11	21230-63010	11	32670-101970	
11.	Tracer	8	17890-53950	9	28280-89720	
12.	Work Inspector, Grade-III	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Work Inspector Gr.-IV	7	16400-49870	7	25220-80910	
14.	Electrician Grade-I	6 / 8	15460-47330 (FE)/ 17890-53950 (P)	6 / 8	23780-76730 (FE)/ 27500-87480 (P)	
15.	Driver (H.V.)	cc		cc		Common Category
16.	Filter Bed Operator Grade-I	6	15460-47330	6	23780-76730	
17.	Meter Reader	6	15460-47330	6	23780-76730	
18.	Driver (L.V.)	cc		cc		Common Category
19.	Tap Inspector	5	15030-46060	5	23120-74770	
20.	Electrician Grade-II	4 / 8	14600-44870 (FE)/ 17890-53950 (P)	4 / 8	22460-72810 (FE)/ 27500-87480 (P)	
21.	Pipeline Fitter Grade-I	4 / 8	14600-44870 (FE)/ 17890-53950 (P)	4 / 8	22460-72810 (FE)/ 27500-87480 (P)	
22.	Lighting Superintendent	3	13780-42490	3	21200-65360	
23.	Pipeline Fitter Gr.II	2	13390-41380	2	20600-63660	
24.	Butler	2	13390-41380	2	20600-63660	
25.	Work Inspector Gr.V	1	13000-40270	1	20000-61960	
26.	Borewell Attender	1	13000-40270	1	20000-61960	
27.	Turn Cock	1	13000-40270	1	20000-61960	
28.	Pump House Cleaner	1	13000-40270	1	20000-61960	
29.	Fountain Cleaner	1	13000-40270	1	20000-61960	
30.	Filter Bed Cleaner	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Fitter Helper	1	13000-40270	1	20000-61960	
32.	P.H. Worker	1	13000-40270	1	20000-61960	
33.	Road Gang Mazdoor	1	13000-40270	1	20000-61960	
34.	Meter Cooli	1	13000-40270	1	20000-61960	
35.	Electrical Helper (Work Shop)	1	13000-40270	1	20000-61960	
36.	Electrical Helper	1	13000-40270	1	20000-61960	
37.	Gardener/LC Sweeper/ Scavenger	1	13000-40270	1	20000-61960	
38.	Pipeline Mazdoor	1	13000-40270	1	20000-61960	
39.	Chemical House Mazdoor	1	13000-40270	1	20000-61960	
40.	Cleaner	cc		cc		Common Category
41.	Watchman	cc		cc		Common Category
PUBLIC HEALTH SECTION						
1.	Medical Officer, Allopathy	22	40270-93780	22	61960-151370	
2.	Women Medical Officer, Allopathy	22	40270-93780	22	61960-151370	
3.	Veterinary Assistant Surgeon	20	35120-87130	21	57100-147760	
4.	Biologist	19	31460-84970	19	48440-137220	
5.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
6.	Sanitary Inspector	13 / 12	23100-67990 (PI)/ 22460-66330 (FE)	13 / 12	35570-109910(PI)/ 34580-107210 (FE)	
7.	Pharmacist (Formerly Compounder)	11	21230-63010	13	35570-109910	On par with same category in M&H Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
8.	Health Visitor	10	19500-58330	10	29980-94500	
9.	Health Assistant	9	18400-55410	9	28280-89720	
10.	Mechanic	8	17890-53950	8	27500-87480	
11.	Maternity Assistant	8	17890-53950	8	27500-87480	
12.	Driver (L.V.)	cc		cc		Common Category
13.	Sanitary Maistry	1	13000-40270	1	20000-61960	
14.	Ayah	1	13000-40270	1	20000-61960	
15.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
16.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
17.	Cleaner	cc		cc		Common Category
18.	Public Health Worker (Malaria AB&C)	1	13000-40270	1	20000-61960	
19.	Scavenger-cum-Sweeper	cc		cc		Common Category
20.	Watchman-cum-Gardener	cc		cc		Common Category
21.	Vaccination Attender	1	13000-40270	1	20000-61960	
22.	Carpenter	1	13000-40270	1	20000-61960	
TOWN PLANNING SECTION						
1.	City Planner	27	56870-105810	27	87480-170580	
2.	Assistant City Planner	22	40270-93780	23	65360-154980	
3.	Town Planning Asst.	20	35120-87130	21	57100-147760	
4.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
5.	Town Planning Building Overseer	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
6.	Town Planning Surveyor	9	18400-55410	9	28280-89720	
7.	Town Planning Tracer	8	17890-53950	9	28280-89720	On par with Tech Asst. in Engg. Dept
8.	Town Planning Chainman	2	13390-41380	cc		Common Category
9.	Town Planning Mazdoor	1	13000-40270	1	20000-61960	
10.	Road Gang Mazdoor	1	13000-40270	1	20000-61960	
U.C.D. PROJECT SECTION						
1.	Project Director	24	46060-98440	24	70850-158880	
2.	Additional Examiner of Accounts	24	46060-98440	24	70850-158880	
3.	Project Officer (P.C)/ Project Officer (H)	20	35120-87130	22/20	61960-151370 (Q)/ 54060-140540 (UQ)	Pl. see remarks at Pages 432-433 of Vol-II
4.	Programme Officer (Deputy Project Officer)	19	31460-84970	20/19	54060-140540 (Q)/ 48440-137220 (UQ)	Pl. see remarks at Pages 432-433 of Vol-II
5.	Deputy Project Officer	19	31460-84970	20/19	54060-140540 (Q)/ 48440-137220 (UQ)	Pl. see remarks at Pages 432-433 of Vol-II
6.	Administrative Officer (Former Superintendent (Manager))	17	28940-78910	18	45830-130580	
7.	Superintendent	cc		cc		Common Category
8.	Assistant Training and Evaluation Officer	16	26600-77030	18/16	45830-130580 (Q)/ 40970-124380 (UQ)	Pl. see remarks at Pages 432-433 of Vol-II

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.	Community Organiser	16	26600-77030	18/16	45830-130580 (Q)/ 40970-124380 (UQ)	Pl. see remarks at Pages 432-433 of Vol-II
10.	Community Development Officer	13	23100-67990	15/13	38720-118390 (Q)/ 35570-109910 (UQ)	Pl. see remarks at Pages 432-433 of Vol-II
11.	Social Worker	4	14600-44870	12/4	34580-107210 (Q)/ 22460-72810 (UQ)	Pl. see remarks at Pages 432-433 of Vol-II
AUDIT SECTION						
1.	Examiner of Accounts	24	46060-98440	24	70850-158880	
2.	Assistant Examiner of Accounts	20	35120-87130	20	54060-140540	
3.	Accounts Officer (Audit) (Former District Inspector of Local Fund Audit)	20	35120-87130	20	54060-140540	
HORTICULTURE SECTION						
1.	Assistant Director of Horticulture	22	40270-93780	22	61960-151370	
2.	Horticulturist	20	35120-87130	20	54060-140540	
3.	Horticulture Assistant	10	19500-58330	10	29980-94500	
4.	Gardner-cum-Mazdoor	1	13000-40270	1	20000-61960	
Posts in defunct Gram Panchayats merged in GVMC						
1.	Junior Assistant	cc		cc		Common Category
2.	Pump Driver	6	15460-47330	6	23780-76730	
3.	Bill Collector	5	15030-46060	5	23120-74770	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
4.	Office Subordinate	cc		cc		Common Category
5.	Cartman	1	13000-40270	1	20000-61960	
6.	Drain Cleaner	1	13000-40270	1	20000-61960	
7.	Lighter	1	13000-40270	1	20000-61960	
8.	Sweeper	cc		cc		Common Category

28. (e). MUNICIPAL CORPORATION OF VIJAYAWADA

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
General Establishment						
1.	Commissioner					Cadre Post
2.	Additional Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Deputy Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
4.	Examiner of Accounts (Dy. Director of Local Fund Accounts)	24	46060-98440	24	70850-158880	
5.	Assistant Examiner of Accounts (Audit Officer of State Audit)	22	40270-93780	22	61960-151370	
6.	Secretary (Mpl. Commissioner Grade-I)					Pay scale as per grade as indicated under Mpl. Admin Dept
7.	Project Officer	20	35120-87130	20	54060-140540	
8.	Assistant Commissioner	20	35120-87130	20	54060-140540	
9.	Accounts Officer (A.A.O. of State Audit)	20	35120-87130	20	54060-140540	
10.	Public Relation Officer					Drafted from I&PR Dept
11.	Manager	17	28940-78910	19	48440-137220	
12.	Revenue Officer	17	28940-78910	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Accountant	cc		cc		Common Category
14.	Superintendent	cc		cc		Common Category
15.	Deputy Project Officer	17	28940-78910	17	44570-127480	
16.	Supervisor of High Schools (B.Ed)	14	24440-71510	14	37640-115500	
17.	Senior Assistant	cc		cc		Common Category
18.	Community Development Officer	13	23100-67990	13	35570-109910	
19.	Work Inspector, Grade.I (Engineering)	13	23100-67990	13	35570-109910	
20.	Supervisor of Elementary Schools	9	18400-55410	9	28280-89720	
21.	Junior Assistant	cc		cc		Common Category
22.	Clerk-cum-Typist	cc		cc		Common Category
23.	Typist	cc		cc		Common Category
24.	Librarian-Cum-Clerk (Jr. Asst. Cadre in High Schools)	7	16400-49870	9	28280-89720	
25.	Junior Stenographer	cc		cc		Common Category
26.	Bill Collector	5	15030-46060	5	23120-74770	
27.	Record Assistant	cc		cc		Common Category
28.	P.B.X. Operator	3	13780-42490	3	21200-65360	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	Office Subordinate	cc		cc		Common Category
30.	Watchman	cc		cc		Common Category
31.	Sweeper	cc		cc		Common Category
32.	Scavenger	cc		cc		Common Category
33.	Dhobi	1	13000-40270	1	20000-61960	
34.	Water Woman/ Watermaid	1	13000-40270	1	20000-61960	
PUBLIC HEALTH						
35.	Chief Medical Officer of Health	23	42490-96110	23	65360-154980	
36.	Municipal Health Officer	22	40270-93780	22	61960-151370	
37.	Woman Medical Officer, Allopathy	22	40270-93780	22	61960-151370	
38.	Woman Asst.Surgeon	22	40270-93780	22	61960-151370	
39.	Medical Officer (Ayurvedic & Unani)	21	37100-91450	21	57100-147760	
40.	Veterinary Asst. Surgeon	20	35120-87130	21	57100-147760	
41.	Biologist	19	31460-84970	19	48440-137220	
42.	Staff Nurse	15	25140-73270	16	40970-124380	On par with same category in M&H Dept
43.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
44.	Pharmacist/ Compounder (Allopathy)	11	21230-63010	13	35570-109910	On par with same category in M&H Dept
45.	Health Educator	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
46.	Health Visitor	12	22460-66330	12	34580-107210	
47.	Sanitary Inspector	12	22460-66330	12	34580-107210	
48.	Compounder (Ayurvedic and Unani)	11	21230-63010	11	32670-101970	
49.	Health Assistant	9	18400-55410	9	28280-89720	
50.	Maternity Assistant	8	17890-53950	8	27500-87480	
51.	Field Assistant (Malaria)	2 / 5	13390-41380 (FE) / 15030-46060 (personal to those with sanitary inspector certificate)	2 / 5	20600-63660 (FE) / 23120-74770 (personal to those with sanitary inspector certificate)	
52.	Malaria Superior Field Worker	2 / 5	13390-41380 (FE) / 15030-46060 (personal to those with sanitary inspector certificate)	2 / 5	20600-63660 (FE) / 23120-74770 (personal to those with sanitary inspector certificate)	
53.	Sanitary Maistry	1	13000-40270	1	20000-61960	
54.	Ayah	1	13000-40270	1	20000-61960	
55.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
56.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
57.	Kit Boys	1	13000-40270	1	20000-61960	
58.	Rat Catcher	1	13000-40270	1	20000-61960	
59.	Bulls Clerk	1	13000-40270	1	20000-61960	
60.	Caretaker	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
61.	P.H. Worker (Sweeper, Scavenger and Drain Cleaner)	1	13000-40270	1	20000-61960	
62.	Watchman	cc		cc		Common Category
VEHICLE DEPOT						
63.	Driver (H.V.) & (L.V)	cc		cc		Common Category
64.	Vehicle Inspector	8	17890-53950	8	27500-87480	
65.	Mechanic	7	16400-49870	7	25220-80910	
66.	Fitter	5	15030-46060	5	23120-74770	
67.	Driver-cum- Mechanic	5	15030-46060	5	23120-74770	
68.	Electrician Gr.II	5	15030-46060	5	23120-74770	
69.	Welder	4	14600-44870	4	22460-72810	
70.	Carpenter	2 / 5	13390-41380 (FE)/ 15030-46060 (Q)	2 / 5	20600-63660 (FE)/ 23120-74770 (Q)	
71.	Cleaner	cc		cc		Common Category
72.	Bellow Boy	1	13000-40270	1	20000-61960	
73.	Helper	1	13000-40270	1	20000-61960	
74.	Mazdoor	1	13000-40270	1	20000-61960	
ENGINEERING WING						
75.	Chief Engineer	31	80930-110850	31	124380-179000	
76.	Superintending Engineer	28	61450-105810	29	101970-174790	
77.	Municipal Engineer (Executive Engineer Cadre)	25	49870-100770	25	76730-162780	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
78.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
79.	Chemist-Cum-Superintendent	19	31460-84970	19	48440-137220	
80.	Assistant Engineer	19	31460-84970	19	48440-137220	
81.	Draughtsman Gr.I	19	31460-84970	19	48440-137220	
82.	Swimming Coach	17	28940-78910	17	44570-127480	
83.	Draughtsman Gr.II	14	24440-71510	14	37640-115500	
84.	Work Inspector Gr.I	13	23100-67990	13	35570-109910	
85.	Draughtsman Gr.III	12	22460-66330	12	34580-107210	
86.	Electrician Gr.I	11/6	21230-63010 (as personal for those promoted with ITI qualification)/ 15460-47330 (UQ)	11/6	32670-101970 (as personal for those promoted with ITI qualification/ 23780-76730 (UQ)	
87.	Work Inspector Gr.II	11	21230-63010	11	32670-101970	
88.	Console Operator	10	19500-58330	10	29980-94500	
89.	Work Inspector, Gr.III	9	18400-55410	9	28280-89720	
90.	Tracer	7	16400-49870	9	28280-89720	On par with Tech Asst. in Engg. Dept
91.	Electrician Gr.II	8/4	17890-53950 (as personal for those promoted with ITI qualification)/ 14600-44870 (UQ)	8/4	27500-87480 (as personal for those promoted with ITI qualification)/ 22460-72810 (UQ)	

Sl. No.	Category	Existing		Revised		Remarks
		(3)	(4)	(5)	(6)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
92.	Work Inspector Gr.IV	7	16400-49870	7	25220-80910	
93.	Data Entry Operator	6	15460-47330	6	23780-76730	
94.	Meter Reader	6	15460-47330	6	23780-76730	
95.	Pipe-Line Fitter Gr-I	5	15030-46060	5	23120-74770	
96.	Tap Inspector	5	15030-46060	5	23120-74770	
97.	Meter Mechanic	5	15030-46060	5	23120-74770	
98.	Black Smith	5	15030-46060	5	23120-74770	
99.	Filter Bed Operator	5	15030-46060	5	23120-74770	
100.	Social Worker	4	14600-44870	4	22460-72810	
101.	Fitter (Water Works)	3 / 8	13780-42490 (FE)/ 17890-53950 (UQ)	3 / 8	21200-65360 (FE)/ 27500-87480 (UQ)	
102.	Wiremen	3 / 8	13780-42490 (FE)/ 17890-53950 (Personal to ITI ₹.1010-1800)	3 / 8	21200-65360 (FE)/ 27500-87480 (Personal to ITI ₹.1010-1800)	
103.	Lineman	2 / 8	13390-41380 (FE)/ 17890-53950 (Personal to ITI ₹.1010-1800)	2 / 8	20600-63660 (FE)/ 27500-87480 (Personal to ITI ₹.1010-1800)	
104.	Pipe Line Fitter Gr.II	2	13390-41380	2	20600-63660	
105.	Work Inspector Gr.V	1	13000-40270	1	20000-61960	
106.	Public Works Maistry	1	13000-40270	1	20000-61960	
107.	Store Mazdoor	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
108.	Ballakattu Cooli	1	13000-40270	1	20000-61960	
109.	Road Gang Mazdoor	1	13000-40270	1	20000-61960	
110.	Drainage Maistry/ Laboratory Boy	1	13000-40270	1	20000-61960	
111.	Sewage Cleaner (Drainage)	1	13000-40270	1	20000-61960	
112.	Treatment Mazdoor (Drainage)	1	13000-40270	1	20000-61960	
113.	Sewer Maistry	1	13000-40270	1	20000-61960	
114.	Cleaner (Drainage Pumping Station)	1	13000-40270	1	20000-61960	
115.	Turncock	1	13000-40270	1	20000-61960	
116.	Meter boy	1	13000-40270	1	20000-61960	
117.	Fountain cleaner	1	13000-40270	1	20000-61960	
118.	Fitter	1	13000-40270	1	20000-61960	
119.	Mazdoor	1	13000-40270	1	20000-61960	
120.	Tank Watcher	1	13000-40270	1	20000-61960	
121.	Helper	1	13000-40270	1	20000-61960	
122.	Helper to Electrician (Auditorium)	1	13000-40270	1	20000-61960	
123.	Fitter Cooly	1	13000-40270	1	20000-61960	
124.	Head Mazdoor	1	13000-40270	1	20000-61960	
125.	Earth Work Cooly	1	13000-40270	1	20000-61960	
126.	Fitter Mazdoor	1	13000-40270	1	20000-61960	
127.	Assistant Director of Horticulture	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
128.	Park Supervisor Gr.I (Former Park Superintendent)	14	24440-71510	14	37640-115500	
129.	Park Supervisor Gr.II	11	21230-63010	11	32670-101970	
130.	Park Supervisor Gr.III (Former Assistant Park Superintendent)	7	16400-49870	7	25220-80910	
131.	Park Maistry	1	13000-40270	1	20000-61960	
132.	Gardener	1	13000-40270	1	20000-61960	
133.	Avenue Coolies	1	13000-40270	1	20000-61960	
TOWN PLANNING						
134.	Deputy City Planner	25	49870-100770	25	76730-162780	
135.	Asst. City Planner (formerly known as Town Planning Officer (S.G))	22	40270-93780	23	65360-154980	
136.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
137.	Town Planning Building Overseer	12	22460-66330	12	34580-107210	
138.	Town Planning Tracer	8	17890-53950	9	28280-89720	On par with Tech Asst. in Engg. Dept
139.	Town Planning Chainman	2	13390-41380	cc		Common Category
Education wing						
140.	Deputy Educational Officer	22	40270-93780	22	61960-151370	
141.	Headmaster of Secondary Schools	20	35120-87130	20	54060-140540	
142.	L.F.L. Headmaster	17	28940-78910	17	44570-127480	
143.	B.Ed., Assistant	17	28940-78910	17	44570-127480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
144.	Language Pandit Grade I:					
i.	Telugu Pandit	17	28940-78910	17	44570-127480	
ii.	Hindi Pandit	17	28940-78910	17	44570-127480	
iii.	Sanskrit Pandit	17	28940-78910	17	44570-127480	
145.	Physical Education Teacher	11	21230-63010	12	34580-107210	
146.	Craft Teacher	11	21230-63010	12	34580-107210	
147.	Secondary Grade Assistant	11	21230-63010	12	34580-107210	
148.	Language Pandit Gr.II:					
i.	Telugu Pandit	11	21230-63010	12	34580-107210	
ii.	Hindi Pandit	11	21230-63010	12	34580-107210	
iii.	Urdu Munshi	11	21230-63010	12	34580-107210	
iv.	Sanskrit Pandit	11	21230-63010	12	34580-107210	
149.	Pre Vocational Instructor	11	21230-63010	12	34580-107210	
150.	Manual Training Instructor	11	21230-63010	12	34580-107210	
151.	Sewing Mistress	11	21230-63010	12	34580-107210	
152.	Music Mistress	11	21230-63010	12	34580-107210	
153.	Drawing Teacher	11	21230-63010	12	34580-107210	
154.	Librarian Gunadala Library and Library Assistant (in High Schools)	2	13390-41380	cc		Common Category
155.	Library Assistant	1	13000-40270	cc		Common Category
156.	Conductress	1	13000-40270	1	20000-61960	

28. (f). MUNICIPAL CORPORATION OF GUNTUR

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner (General)					Cadre Post
2.	Additional Commissioner (General)					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Deputy City Planner (TP)	24	46060-98440	25	76730-162780	
4.	Municipal Engineer (Executive Engineer Cadre)	24	46060-98440	25	76730-162780	
5.	Deputy Commissioner (General)					Pay scale as per grade as indicated under Mpl. Admin Dept
6.	Deputy Executive Engineer (Engg.)	23	42490-96110	23	65360-154980	
7.	Town Planning Officer (Selection Grade) (TP)	22	40270-93780	23	65360-154980	
8.	Municipal Health Officer (PH)	22	40270-93780	22	61960-151370	
9.	Assistant Director of Horticulture (Hort.)	22	40270-93780	22	61960-151370	
10.	Medical Officer Municipal Dispensary (PH)	21	37100-91450	21	57100-147760	
11.	Head Master (secondary school) (Edn.)	20	35120-87130	20	54060-140540	
12.	Biologist (PH)	19	31460-84970	19	48440-137220	
13.	Municipal Assistant Engineer (Engg.)	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Town Planning Supervisor (TP)	19	31460-84970	19	48440-137220	
15.	Manager (General)	17	28940-78910	19	48440-137220	
16.	Revenue Officer (General)	17	28940-78910	19	48440-137220	
17.	Accountant (General)	cc		cc		Common Category
18.	B.Ed. Assistant (Edn.)	17	28940-78910	17	44570-127480	
19.	Telugu Pandit, Grade-I (Edn.)	17	28940-78910	17	44570-127480	
20.	Hindi Pandit, Grade-I (Edn.)	17	28940-78910	17	44570-127480	
21.	Radio Supervisor	16 / 14 / 12	26600-77030 (Diploma holders) 24440-71510 (P) 22460-66330 (FE)	16 / 14 / 12	40970-124380 (Diploma holders)/ 37640-115500 (P)/ 34580-107210 (FE)	
22.	Draughtsman	14	24440-71510	14	37640-115500	
23.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
24.	Senior Assistant	cc		cc		Common Category
25.	Revenue Inspector (UDC)	12	22460-66330	14	37640-115500	
26.	Health Visitor	13	23100-67990	13	35570-109910	
27.	Data Processing Operator	12/10	22460-66330 (as personal to those who were allowed the 1999 pay scale of ₹.4190-8700)/ 19500-58330 (Others)	12/10	34580-107210 (as personal to those who were allowed the 1999 pay scale of ₹.4190-8700)/ 29980-94500 (Others)	
28.	Sanitary Inspector	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	Secondary Grade Assistant (telugu)	11	21230-63010	12	34580-107210	
30.	Secondary Grade Assistant (urdu)	11	21230-63010	12	34580-107210	
31.	Telugu Pandit, Grade-II	11	21230-63010	12	34580-107210	
32.	Hindi Pandit, Grade-II	11	21230-63010	12	34580-107210	
33.	Hindi Pandit Primary Schools	11	21230-63010	12	34580-107210	
34.	Physical Education Teacher	11	21230-63010	12	34580-107210	
35.	Drawing Instructor	11	21230-63010	12	34580-107210	
36.	Sewing Instructor	11	21230-63010	12	34580-107210	
37.	Craft Instructor	11	21230-63010	12	34580-107210	
38.	Music Instructor	11	21230-63010	12	34580-107210	
39.	Pre-Vocational Instructors	11	21230-63010	12	34580-107210	
40.	Town Planning Building Overseer	9	18400-55410	12	34580-107210	On par with same category in Town Plg Dept
41.	Compounder (Ayurveda, Unani & Homoeo)	9	18400-55410	11	32670-101970	On par with same category in Ayush Dept
42.	Health Assistant	11 / 2	21230-63010 (on par with MPHA in M&H Dept.)/ 13390-41380(UQ)	11 / 2	32670-101970 (on par with MPHA in M&H Dept.)/ 20600-63660 (UQ)	
43.	Tracer (Engg.)	8	17890-53950	9	28280-89720	On par with Tech Asst. in Engg. Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
44.	Town Planning Tracer	8	17890-53950	9	28280-89720	On par with Tech Asst. in Engg. Dept
45.	Junior Assistant	cc		cc		Common Category
46.	Typist	cc		cc		Common Category
47.	Revenue Inspector (LDC)	7	16400-49870	9	28280-89720	
48.	Lower Division Steno	cc		cc		Common Category
49.	Tap Inspector	8 / 5	17890-53950 (P) / 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
50.	Mechanic	8 / 3	17890-53950 (P) / 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
51.	Wireman	8 / 3	17890-53950 (P) / 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
52.	Fitter	8 / 3	17890-53950 (for I.T.I) / 13780-42490 (FE)	8 / 3	27500-87480 (for ITI)/ 21200-65360 (FE)	
53.	Filter Bed Operator, Grade-I	8 / 7	17890-53950 (P) (for I.T.I) / 16400-49870 (FE)	8 / 7	27500-87480 (for ITI)/ 25220-80910 (FE)	
54.	Electrician	8 / 4	17890-53950 (P) (for I.T.I) / 14600-44870 (FE)	8 / 4	27500-87480 (for ITI)/ 22460-72810 (FE)	
55.	Maternity Assistant	8	17890-53950	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
56.	Road Roller Driver	8	17890-53950	8	27500-87480	
57.	Data Entry Operator	7 / 6	16400-49870 (as personal to those who were allowed the 1999 pay scale of ₹.3290-6550) / 15460-47330	7 / 6	25220-80910 (as personal to those who were allowed the 1999 pay scale of ₹.3290-6550) / 23780-76730	
58.	Work Inspector	7	16400-49870	7	25220-80910	
59.	Meter Reader	6	15460-47330	6	23780-76730	
60.	Driver	cc		cc		Common Category
61.	Mechanical Driver	6	15460-47330	6	23780-76730	
62.	Carpentor	5 / 3 / 1	15030-46060 (P) (for I.T.I) / 13780-42490 (FE) / 13000-40270	5 / 3 / 1	23120-74770 (P) (for I.T.I) / 21200-65360 (FE) / 20000-61960	
63.	Bill Collector	5	15030-46060	5	23120-74770	
64.	Record Assistant	cc		cc		Common Category
65.	Filter Bed Operator, Grade-II	4	14600-44870	4	22460-72810	
66.	Malaria Field Assistant	2	13390-41380	2	20600-63660	
67.	Chainman	cc		cc		Common Category
68.	Ayah	1	13000-40270	1	20000-61960	
69.	B.C.G. Mazdoor	1	13000-40270	1	20000-61960	
70.	Office Subordinate	cc		cc		Common Category
71.	Electrical Helper	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
72.	C.C.M. Cleaner	1	13000-40270	1	20000-61960	
73.	Oil Man	1	13000-40270	1	20000-61960	
74.	Mile Mazdoor	1	13000-40270	1	20000-61960	
75.	Tank Watcher	1	13000-40270	1	20000-61960	
76.	Meter Mechanic	1	13000-40270	1	20000-61960	
77.	Switch Board Operator	1	13000-40270	1	20000-61960	
78.	Cleaner	cc		cc		Common Category
79.	Man Mazdoor	1	13000-40270	1	20000-61960	
80.	Turn Cock	1	13000-40270	1	20000-61960	
81.	Fountain Cleaner	1	13000-40270	1	20000-61960	
82.	Fitter Mazdoor	1	13000-40270	1	20000-61960	
83.	Avenue Mazdoor	1	13000-40270	1	20000-61960	
84.	Gang Mazdoor	1	13000-40270	1	20000-61960	
85.	Non-P.H. Worker	1	13000-40270	1	20000-61960	
86.	Sanitary Maistry	1	13000-40270	1	20000-61960	
87.	Helper	1	13000-40270	1	20000-61960	
88.	P.H. Worker	1	13000-40270	1	20000-61960	
89.	Watchman	cc		cc		Common Category
90.	Gardner-cum-Sweeper	cc		cc		Common Category
91.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
92.	Female Nursing Orderly	1	13000-40270	1	20000-61960	

28. (g). MUNICIPAL CORPORATION OF KADAPA

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
GENERAL ESTABLISHMENT						
1.	Commissioner					Cadre Post
2.	Additional Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Deputy Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
4.	Examiner of Accounts	24	46060-98440	24	70850-158880	
5.	Secretary					Pay scale as per grade as indicated under Mpl. Admin Dept
6.	Assistant Examiner of Accounts	22	40270-93780	22	61960-151370	
7.	Education Officer	22	40270-93780	22	61960-151370	
8.	Accounts Officer	20	35120-87130	20	54060-140540	
9.	Manager (NG)	17	28940-78910	19	48440-137220	
10.	Revenue Officer (Category-II)	17	28940-78910	19	48440-137220	
11.	Accountant (Category-III)	17	28940-78910	18	45830-130580	
12.	Panchayat Secretary, Grade-I	17	28940-78910	17	44570-127480	
13.	Public Relation Officer	17	28940-78910			Drafted from I&PR Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Superintendent	cc		cc		Common Category
15.	Senior Assistant	cc		cc		Common Category
16.	Senior Stenographer	cc		cc		Common Category
17.	Upper Division R.I.	12	22460-66330	14	37640-115500	
18.	Senior Accountant	cc		cc		Common Category
19.	Town Project Officer	11	21230-63010	11	32670-101970	
20.	Panchayat Secretary, Grade-III	9	18400-55410	11	32670-101970	
21.	Junior Assistant	cc		cc		Common Category
22.	Junior Accountant	cc		cc		Common Category
23.	Typist	cc		cc		Common Category
24.	Bill Collector	5	15030-46060	5	23120-74770	
25.	Record Assistant	cc		cc		Common Category
26.	Office Subordinate	cc		cc		Common Category
27.	Sweeper	cc		cc		Common Category
28.	Night Watchman	1	13000-40270	1	20000-61960	
29.	Gardner	cc		cc		Common Category
30.	Conductor	1	13000-40270	1	20000-61960	
31.	Water Boy	1	13000-40270	1	20000-61960	
32.	Water Women	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
ENGINEERING WING						
1.	Superintending Engineer	29	66330-108330	29	101970-174790	
2.	Executive Engineer	25	49870-100770	25	76730-162780	
3.	P.A. to Superintending Engineer (DEE Cadre)	23	42490-96110	23	65360-154980	
4.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
5.	Environmental Engineer (DEE Cadre)	23	42490-96110	23	65360-154980	
6.	Assistant Engineer	19	31460-84970	19	48440-137220	
7.	Assistant Technical Officer (formerly Draughtsman)	19	31460-84970	19	48440-137220	
8.	C.A.D. Operator	18	29760-80930	18	45830-130580	
9.	Welder	11	21230-63010	11	32670-101970	
10.	Electrician	8 / 5	17890-53950 (P)/ 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
11.	Road Roller Driver	8	17890-53950	8	27500-87480	
12.	Water Tanker Driver	8	17890-53950	8	27500-87480	
13.	Work Inspector	5	15030-46060	5	23120-74770	
14.	Fitter	5	15030-46060	5	23120-74770	
15.	Road Roller Cleaner	1	13000-40270	1	20000-61960	
16.	Lighting Superintendent	1	13000-40270	1	20000-61960	
17.	Street Light Helper	1	13000-40270	1	20000-61960	
18.	Ayah	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Turncock	1	13000-40270	1	20000-61960	
20.	Avenue Coolie	1	13000-40270	1	20000-61960	
21.	Waterworks Cleaner	1	13000-40270	1	20000-61960	
22.	Road Mazdoor	1	13000-40270	1	20000-61960	
23.	Fitter Mazdoor	1	13000-40270	1	20000-61960	
24.	Water Tanker Cleaner	1	13000-40270	1	20000-61960	
25.	T.B. Matty	1	13000-40270	1	20000-61960	
Public Health Establishment						
1.	Health Officer (Gaz)	22	40270-93780	22	61960-151370	
2.	Women Medical Officer (M.C.H.Centre)	22	40270-93780	22	61960-151370	
3.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
4.	Sanitary Inspector	12	22460-66330	12	34580-107210	
5.	Maternity Assistant	10	19500-58330	10	29980-94500	
6.	P.H. Driver (HV)	8	17890-53950	8	27500-87480	
7.	Health Assistant (Birth and Death Registrars/ Malaria)	8	17890-53950	8	27500-87480	
8.	P.H. Maistry	3	13780-42490	3	21200-65360	
9.	P.H. Cleaner	1	13000-40270	1	20000-61960	
10.	P.H. Worker	1	13000-40270	1	20000-61960	
11.	Kit Boy	1	13000-40270	1	20000-61960	
12.	Kit Women	1	13000-40270	1	20000-61960	
EDUCATION SECTION						
1.	Educational Officer	22	40270-93780	22	61960-151370	
2.	Headmaster	17	28940-78910	17	44570-127480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	School Assistant	17	28940-78910	17	44570-127480	
4.	L.F.L. Head Master	17	28940-78910	17	44570-127480	
5.	Telugu Pandit, Grade-I	17	28940-78910	17	44570-127480	
6.	Sanskrit Pandit Grade.I	17	28940-78910	17	44570-127480	
7.	Hindi Pandit, Grade-I	17	28940-78910	17	44570-127480	
8.	Urdu Pandit Grade-I	17	28940-78910	17	44570-127480	
9.	Telugu Pandit, Grade.II	11	21230-63010	12	34580-107210	
10.	Hindi Pandit, Grade-II	11	21230-63010	12	34580-107210	
11.	Urdu Pandit, Grade-II	11	21230-63010	12	34580-107210	
12.	Physical Education Teacher	11	21230-63010	12	34580-107210	
13.	Drawing Master	11	21230-63010	12	34580-107210	
14.	Weaving Instructor	11	21230-63010	12	34580-107210	
15.	P.V. Instructor	11	21230-63010	12	34580-107210	
16.	Craft Master	11	21230-63010	12	34580-107210	
17.	Sewing Instructor	11	21230-63010	12	34580-107210	
18.	Vocational Instructor	11	21230-63010	12	34580-107210	
19.	Tailoring Instructor	11	21230-63010	12	34580-107210	
20.	S.G.T.	11	21230-63010	12	34580-107210	
22.	Librarian	7	16400-49870	7	25220-80910	
MEDICAL ESTABLISHMENT SECTION						
1.	Medical Officer (Allopathy)	22	40270-93780	22	61960-151370	
2.	Medical Officer (Ayurveda)	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	School Assistant	17	28940-78910	17	44570-127480	
3.	Medical Officer (Homeopathy)	21	37100-91450	21	57100-147760	
4.	Medical Officer (Unani)	21	37100-91450	21	57100-147760	
5.	Compounder (Allopathic)	11	21230-63010	13	35570-109910	
6.	Compounder (Ayurvedic/ Unani)	11	21230-63010	11	32670-101970	
7.	Male Nursing Orderly (Allopathic/ Ayurvedic/ Unani)	1	13000-40270	1	20000-61960	
8.	Female Nursing Orderly (Allopathic)	1	13000-40270	1	20000-61960	
Town Planning Section						
1.	City Planner (ES)	26	52590-103290	27	87480-170580	
2.	Assistant City Planner (TP)	22	40270-93780	23	65360-154980	
3.	Assistant City Planner (Transport Planner)	22	40270-93780	23	65360-154980	
4.	TPO (Selection Grade)	22	40270-93780	23	65360-154980	
5.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
6.	Town Surveyor	12	22460-66330	12	34580-107210	
7.	Town Planning Building Overseer	12	22460-66330	12	34580-107210	
8.	Town Planning Tracer	8	17890-53950	9	28280-89720	On par with same category in Engg. Depts
9.	Town Planning Chainman	2	13390-41380	cc		Common Category

28. (h). MUNICIPAL CORPORATION OF KURNOOL

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Deputy Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
4.	Examiner of Accounts	24	46060-98440	24	70850-158880	
5.	Secretary					Pay scale as per grade as indicated under Mpl. Admin Dept
6.	Assistant Examiner of Accounts (A.O.L.F. Accounts)	22	40270-93780	22	61960-151370	
7.	Education Officer	22	40270-93780	22	61960-151370	
8.	Accounts Officer	20	35120-87130	20	54060-140540	
9.	Manager	17	28940-78910	19	48440-137220	
10.	Revenue Officer	17	28940-78910	19	48440-137220	
11.	Accountant	17	28940-78910	18	45830-130580	
12.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept
13.	Public Relation Officer					Drafted from I&PR Dept
14.	Superintendent	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Senior Assistant	cc		cc		Common Category
16.	Senior Accountant	cc		cc		Common Category
17.	Senior Stenographer	cc		cc		Common Category
18.	Town Project Officer	11	21230-63010	11	32670-101970	
19.	Junior Assistant	cc		cc		Common Category
20.	Junior Accountant	cc		cc		Common Category
21.	Typist	cc		cc		Common Category
22.	Librarian	7	16400-49870	7	25220-80910	
23.	Bill Collector	5	15030-46060	5	23120-74770	
24.	Record Assistant	cc		cc		Common Category
25.	Daffedar	cc		cc		Common Category
26.	Office Subordinate (formerly Attender)	cc		cc		Common Category
27.	Watchman	cc		cc		Common Category
28.	Sweeper	cc		cc		Common Category
MEDICAL ESTABLISHMENT SECTION						
1.	Medical Officer (Allopathy)	22	40270-93780	22	61960-151370	
2.	Women Medical Officer (Allopathy)	22	40270-93780	22	61960-151370	
3.	Medical Officer (Ayurveda)	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
4.	Medical Officer (Homeopathy)	21	37100-91450	21	57100-147760	
5.	Medical Officer (Unani)	21	37100-91450	21	57100-147760	
6.	Compounder (Allopathic)	11	21230-63010	13	35570-109910	On par with M&H/ Ayush Depts
7.	Compounder (Ayurvedic/ Unani)	11	21230-63010	11	32670-101970	
8.	Male Nursing Orderly (Allopathic/ Ayurvedic/ Unani/ Homeo)	1	13000-40270	1	20000-61960	
9.	Female Nursing Orderly (Allopathic)	1	13000-40270	1	20000-61960	
10.	Office Sub-ordinate (Homeo Dispensary)	1	13000-40270	1	20000-61960	
EDUCATION SECTION						
1.	Headmaster	20	35120-87130	20	54060-140540	
2.	School Assistant	17	28940-78910	17	44570-127480	
3.	Telugu Pandit, Grade-I	17	28940-78910	17	44570-127480	
4.	Hindi Pandit, Grade-I	17	28940-78910	17	44570-127480	
5.	Physical Director	17	28940-78910	17	44570-127480	
6.	Telugu Pandit, Gr.-II	11	21230-63010	12	34580-107210	
7.	Hindi Pandit, Grade-II	11	21230-63010	12	34580-107210	
8.	Urdu Pandit, Grade-II	11	21230-63010	12	34580-107210	
9.	Physical Education Teacher	11	21230-63010	12	34580-107210	
10.	Drawing Master	11	21230-63010	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
11.	Music Teacher	11	21230-63010	12	34580-107210	
12.	Sanskrit Pandit Gr-II	11	21230-63010	12	34580-107210	
13.	Vocational Instructor	11	21230-63010	12	34580-107210	
14.	School Supervisor	11	21230-63010	12	34580-107210	
ENGINEERING ESTABLISHMENT						
1.	Superinten-denting Engineer	29	66330-108330	29	101970-174790	
2.	Municipal Engineer, Gr.I	25	49870-100770	25	76730-162780	
3.	Executive Engineer	25	49870-100770	25	76730-162780	
4.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
5.	Environmental Engineer (DEE cadre)	23	42490-96110	23	65360-154980	
6.	P.A. to Superintending Engineer	21	37100-91450	21	57100-147760	
7.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
8.	Horticultural Officer (H.O. Cadre)	20	35120-87130	20	54060-140540	
9.	Assistant Engineer	19	31460-84970	19	48440-137220	
10.	Assistant Technical Officer (formerly Draughtsman)	19	31460-84970	19	48440-137220	
11.	Draughtsman	19	31460-84970	19	48440-137220	
12.	Electrician	8 / 5	17890-53950 (P) / 15030-46060 (FE)	8 / 5	27500-87480 (P) / 23120-74770 (FE)	
13.	Filter Bed Operator	8 / 5	17890-53950 (P) / 15030-46060 (FE)	8 / 5	27500-87480 (P) / 23120-74770 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Tap Inspector	8 / 5	17890-53950 (P) / 15030-46060 (FE)	8 / 5	27500-87480 (P) / 23120-74770 (FE)	
15.	Road Roller Driver	8	17890-53950	8	27500-87480	
16.	Work Inspector	7	16400-49870	7	25220-80910	
17.	Driver (L.V.)	cc		cc		Common Category
18.	Meter Reader	6	15460-47330	6	23780-76730	
19.	Chlorination Maistry	1	13000-40270	1	20000-61960	
20.	Fountain Cleaner	1	13000-40270	1	20000-61960	
21.	Water Tanker Cleaner	1	13000-40270	1	20000-61960	
22.	Electrical Helper	1	13000-40270	1	20000-61960	
23.	Fitter	1	13000-40270	1	20000-61960	
24.	Fitter Mazdoor (Mazdoors)	1	13000-40270	1	20000-61960	
25.	Gang Mazdoor	1	13000-40270	1	20000-61960	
26.	Gardener	cc		cc		Common Category
27.	Helper	1	13000-40270	1	20000-61960	
28.	Lighting Superintendent	1	13000-40270	1	20000-61960	
29.	N.P.H. Worker	1	13000-40270	1	20000-61960	
30.	P.H. Workers (Scavengers) ABC Camps	1	13000-40270	1	20000-61960	
31.	Park Mali	1	13000-40270	1	20000-61960	
32.	Plumber	1	13000-40270	1	20000-61960	
33.	Switch Board Operator	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
34.	Turn Cook	1	13000-40270	1	20000-61960	
35.	Water Supply Helper	1	13000-40270	1	20000-61960	
36.	Watchman	cc		cc		Common Category
Public Health Section						
1.	Health Officer	22	40270-93780	22	61960-151370	
2.	Woman Medical Officer	22	40270-93780	22	61960-151370	
3.	Senior Entomologist	19	31460-84970	19	48440-137220	
4.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
5.	Sanitary Inspector	12	22460-66330	12	34580-107210	
6.	Malaria Sanitary Inspector	12	22460-66330	12	34580-107210	
7.	Maternity Assistant (MPHA)	11	21230-63010	11	32670-101970	
8.	Health Assistant (Birth and Death Registers / Malaria)	9	18400-55410	9	28280-89720	
9.	P.H Driver (H.V.)	cc		cc		Common Category
10.	P.H. Driver (L.V.)	cc		cc		Common Category
11.	P.H. Maistry	3	13780-42490	3	21200-65360	
12.	Burial Ground Watchman	1	13000-40270	1	20000-61960	
13.	Lorry Shed Watchman	1	13000-40270	1	20000-61960	
14.	P.H. Worker	1	13000-40270	1	20000-61960	
15.	Malaria Mazdoor	1	13000-40270	1	20000-61960	
16.	Ayah	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	P.H. Cleaner	1	13000-40270	1	20000-61960	
18.	Watchman	cc		cc		Common Category
19.	Sweeper (Class IV) (Allpathic, Dispensary)	cc		cc		Common Category
Town Planning Section						
1.	City Planner (ES)	27	56870-105810	27	87480-170580	
2.	Deputy City Planner (ES)	24	46060-98440	25	76730-162780	
3.	Assistant City Planner (ES)	22	40270-93780	23	65360-154980	
4.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
5.	Town Surveyor	12	22460-66330	12	34580-107210	
6.	Town Planning Building Overseer	12	22460-66330	12	34580-107210	
7.	Town Planning Tracer	8	17890-53950	9	28280-89720	On par with same category in Engg Depts
8.	Town Planning Chainman	2	13390-41380	cc		Common Category

28. (i). MUNICIPAL CORPORATION OF NELLORE

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
2.	Examiner of Accounts	24	46060-98440	24	70850-158880	
3.	Assistant Examiner of Accounts	22	40270-93780	22	61960-151370	
4.	Manager	17	28940-78910	19	48440-137220	
5.	Accountant	17	28940-78910	18	45830-130580	
6.	Senior Assistant	cc		cc		Common Category
7.	Tracer	8	17890-53950	9	28280-89720	On par with same category in Engg. Depts.
8.	Junior Assistant	cc		cc		Common Category
9.	Typist	cc		cc		Common Category
10.	Car Driver	cc		cc		Common Category
11.	Bill Collector	5	15030-46060	5	23120-74770	
12.	Record Assistant	cc		cc		Common Category
13.	Chainman	cc		cc		Common Category
14.	Office Subordinate	cc		cc		Common Category
15.	Watchman	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Engineering Section:						
1.	Superintending Engineer	29	66330-108330	29	101970-174790	
2.	Municipal Engineer, Grade I	24	46060-98440	25	76730-162780	On par with Executive Engineer
3.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
4.	Assistant Engineer	19	31460-84970	19	48440-137220	
5.	Assistant Engineer (Electrical)	19	31460-84970	19	48440-137220	
6.	Draughtsman	14	24440-71510	14	37640-115500	
7.	Tap Inspector	10	19500-58330	10	29980-94500	
8.	Mechanic	10	19500-58330	10	29980-94500	
9.	Work Inspector	9	18400-55410	9	28280-89720	
10.	Electrician	8	17890-53950	8	27500-87480	
11.	Driver (Heavy Vehicle)	cc		cc		Common Category
12.	Meter Reader	6	15460-47330	6	23780-76730	
13.	Driver (Light Vehicle)	cc		cc		Common Category
14.	Fitter	4	14600-44870	4	22460-72810	
15.	Drainage Cleaner	3	13780-42490	3	21200-65360	
16.	Bore Well Cleaner	3	13780-42490	3	21200-65360	
17.	Gang Collies	3	13780-42490	3	21200-65360	
18.	Gardener	3	13780-42490	3	21200-65360	
19.	Lighting Superintendent	2	13390-41380	2	20600-63660	
20.	Fountain Cleaner	2	13390-41380	2	20600-63660	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
21.	Avenue Coolies	2	13390-41380	2	20600-63660	
22.	Road Roller Cleaner	2	13390-41380	2	20600-63660	
23.	Water Tanker Cleaner	2	13390-41380	2	20600-63660	
24.	Pump Cleaner	2	13390-41380	2	20600-63660	
25.	Fitter Coolee	2	13390-41380	2	20600-63660	
26.	Turn Cock	2	13390-41380	2	20600-63660	
27.	Oiler	2	13390-41380	2	20600-63660	
28.	Watchman	cc		cc		Common Category
Public Health Section:						
1.	Sanitary Inspector	12	22460-66330	12	34580-107210	
2.	Health Assistant	9	18400-55410	9	28280-89720	
3.	Driver (Hevy Vehicle)	cc		cc		Common Category
4.	Driver (Light Vehicle)	cc		cc		Common Category
5.	P.H.Cleaner	4	14600-44870	4	22460-72810	
6.	Maistry	1	13000-40270	1	20000-61960	
7.	Ayah	1	13000-40270	1	20000-61960	
8.	Drain Cleaner	1	13000-40270	1	20000-61960	
9.	Safai Worker/ P.H.Worker		13000-40270	1	20000-61960	
10.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
11.	Female Nursing Orderly	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Education Wing						
1.	Head Master	20	35120-87130	20	54060-140540	
2.	School Assistant	17	28940-78910	17	44570-127480	
3.	Secondary Grade Teacher	11	21230-63010	12	34580-107210	

m28. (j). MUNICIPAL CORPORATION OF RAJAMAHENDRAVARAM

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Deputy Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
4.	Manager	17	28940-78910	19	48440-137220	
5.	Revenue Officer	17	28940-78910	19	48440-137220	
6.	Accountant	17	28940-78910	18	45830-130580	On par with Junior Accounts officer
7.	Senior Assistant	cc		cc		Common Category
8.	Junior Assistant	cc		cc		Common Category
9.	Typist	cc		cc		Common Category
10.	Community Organizer	7	16400-49870	7	25220-80910	
11.	Bill Collector	5	15030-46060	5	23120-74770	
12.	Record Assistant	cc		cc		Common Category
13.	Office Subordinate	cc		cc		Common Category
14.	Watchman	cc		cc		Common Category
15.	Sweeper	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Sweeper-cum-Scavenger	cc		cc		Common Category
17.	Sweeper-cum-Gardner	cc		cc		Common Category
18.	Sweeper-cum-Water Woman	cc		cc		Common Category
19.	Scavenger	cc		cc		Common Category
ENGINEERING ESTABLISHMENT:						
1.	Superintending Engineer	29	66330-108330	29	101970-174790	
2.	Executive Engineer	25	49870-100770	25	76730-162780	
3.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
4.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
5.	Assistant Engineer	19	31460-84970	19	48440-137220	
6.	Draughtsman, Grade-I	19	31460-84970	19	48440-137220	
7.	Draughtsman, Gr.-II	14	24440-71510	14	37640-115500	
8.	Work Inspector (Technical)	9	18400-55410	9	28280-89720	
9.	Tracer	8	17890-53950	9	28280-89720	On par with same category in Engg Depts
10.	Electrician, Grade-I	8 / 6	17890-53950 (P)/ 15460-47330 (FE)	8 / 6	27500-87480 (P)/ 23780-76730 (FE)	
11.	Filterbed Operator, Grade-I	8 / 6	17890-53950 (P)/ 15460-47330 (FE)	8 / 6	27500-87480 (P)/ 23780-76730 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
12.	Tap Inspector	8 / 5	17890-53950 (P)/ 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
13.	Meter-Mechanic	8 / 5	17890-53950 (P)/ 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
14.	Electrician, Grade-II	8 / 4	17890-53950 (P)/ 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
15.	Filterbed Operator, Grade-II	8 / 4	17890-53950 (P)/ 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
16.	Fitter, Grade-I	8 / 3	17890-53950 (P)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
17.	Head Works Fitter	8 / 3	17890-53950 (P)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
18.	Roller Driver	8	17890-53950	8	27500-87480	
19.	Miller Driver	8	17890-53950	8	27500-87480	
20.	Work Inspector, Gr.-IV	7	16400-49870	7	25220-80910	
21.	Driver (Heavy Vehicle)	cc		cc		Common Category
22.	Park Superintendent	6	15460-47330	6	23780-76730	
23.	Meter Reader	6	15460-47330	6	23780-76730	
24.	Driver (Light Vehicles)	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
25.	Mechanic	5	15030-46060	5	23120-74770	
26.	Lighting Superintendent	5	15030-46060	5	23120-74770	
27.	Fitter, Grade-II	2	13390-41380	2	20600-63660	
28.	Switch Board Operator	1	13000-40270	1	20000-61960	
29.	Work Maistry	1	13000-40270	1	20000-61960	
30.	Road Mazdoor	1	13000-40270	1	20000-61960	
31.	Gardener	cc		cc		Common Category
32.	Helper	1	13000-40270	1	20000-61960	
33.	Water Lorry Cleaner	1	13000-40270	1	20000-61960	
34.	Street Lighter	1	13000-40270	1	20000-61960	
35.	Drainage Maistry	1	13000-40270	1	20000-61960	
36.	Water Works Cleaner	1	13000-40270	1	20000-61960	
37.	Travellers Bungalow Watchman	1	13000-40270	1	20000-61960	
38.	Sweeper	cc		cc		Common Category
39.	Non-Technical Maistry	1	13000-40270	1	20000-61960	
40.	Roller Cleaner	1	13000-40270	1	20000-61960	
41.	T.B. Gardner	1	13000-40270	1	20000-61960	
42.	Drainage Cleaner	1	13000-40270	1	20000-61960	
Public Health Establishment:						
1.	Medical Officer	22	40270-93780	22	61960-151370	
2.	Women Medical Officer	22	40270-93780	22	61960-151370	
3.	Sanitary Supervisor	14	24440-71510	14	37640-115500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
4.	Health Visitor	13	23100-67990	13	35570-109910	
5.	Pharmacist	11	21230-63010	13	35570-109910	
6.	Sanitary Inspector	12	22460-66330	12	34580-107210	
7.	Compounder	9	18400-55410	11	32670-101970	
8.	Maternity Assistant	10	19500-58330	10	29980-94500	
9.	Health Assistant	9 / 2	18400-55410 (Q)/ 13390-41380 (UQ)	9 / 2	28280-89720 (Q)/ 20600-63660 (UQ)	
10.	Driver (H.V)	cc		cc		Common Category
11.	Ayah	1	13000-40270	1	20000-61960	
12.	Sanitary Maistry	1	13000-40270	1	20000-61960	
13.	Cleaner	cc		cc		Common Category
14.	Burial Ground Watchman	1	13000-40270	1	20000-61960	
15.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
16.	Sweeper-cum-Gardner	cc		cc		Common Category
17.	Night Watchmen	1	13000-40270	1	20000-61960	
18.	Office Subordinate	cc		cc		Common Category
19.	Public Health Worker/ Sweeper/ Drain Cleaner/Thotis	1	13000-40270	1	20000-61960	
20.	Female Servant	1	13000-40270	1	20000-61960	
TOWN PLANNING ESTABLISHMENT						
1.	City Planner	27	56870-105810	27	87480-170580	
2.	Assistant City Planner	22	40270-93780	23	65360-154980	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
4.	Town Planning Building Overseer	12	22460-66330	12	34580-107210	
5.	Town Planning Tracer	8	17890-53950	9	28280-89720	
6.	Chainman	cc		cc		Common Category

EDUCATION ESTABLISHMENT:

1.	Headmaster	20	35120-87130	20	54060-140540	
2.	Physical Director	17	28940-78910	17	44570-127480	
3.	B.Ed. Assistant	17	28940-78910	17	44570-127480	
4.	Telugu Pandit, Grade-I	17	28940-78910	17	44570-127480	
5.	Hindi Pandit, Grade-I	17	28940-78910	17	44570-127480	
6.	Sanskrit Pandit, Gr.I	17	28940-78910	17	44570-127480	
7.	Urdu Pandit, Grade-I	17	28940-78910	17	44570-127480	
8.	Physical Education Teacher	11	21230-63010	12	34580-107210	
9.	Secondary Grade Assistant	11	21230-63010	12	34580-107210	
10.	Hindi Pandit, Grade-II	11	21230-63010	12	34580-107210	
11.	Sewing Teacher	11	21230-63010	12	34580-107210	
12.	Urdu Pandit, Grade-II	11	21230-63010	12	34580-107210	
13.	Telugu Pandit, Grade-II	11	21230-63010	12	34580-107210	
14.	Music Teacher.	11	21230-63010	12	34580-107210	
15.	Craft Instructor	11	21230-63010	12	34580-107210	
16.	Drawing Teacher	11	21230-63010	12	34580-107210	

28. (k). MUNICIPAL CORPORATION OF KAKINADA

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
2.	Additional Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Deputy Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
4.	Examiner of Accounts	24	46060-98440	24	70850-158880	
5.	Assistant Examiner of Accounts	22	40270-93780	22	61960-151370	
6.	Manager	17	28940-78910	19	48440-137220	
7.	Revenue Officer	17	28940-78910	19	48440-137220	
8.	Accountant	17	28940-78910	18	45830-130580	On par with Jr.A.O. of T&A Dept.
9.	Senior Assistant	cc		cc		Common Category
10.	Junior Assistant	cc		cc		Common Category
11.	Typist	cc		cc		Common Category
12.	Bill Collector	5	15030-46060	5	23120-74770	
13.	Record Assistant	cc		cc		Common Category
14.	Register Writer	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Chainman	cc		cc		Common Category
16.	Office Subordinate (formerly Attender)	cc		cc		Common Category
17.	Caretaker	1	13000-40270	1	20000-61960	
18.	P.H. & Non P.H. Worker	1	13000-40270	1	20000-61960	
Engineering Section Establishment						
19.	Superintending Engineer	29	66330-108330	29	101970-174790	
20.	Municipal Engineer Gr-I	24	46060-98440	25	76730-162780	On par with Executive Engineer
21.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
22.	Deputy Executive Engineer (Under Action Plan)	23	42490-96110	23	65360-154980	
23.	Municipal Health Officer	22	40270-93780	22	61960-151370	
24.	Medical Officer Allopathy	22	40270-93780	22	61960-151370	
25.	Women Medical Officer	22	40270-93780	22	61960-151370	
26.	Medical Officer Ayurvedic	21	37100-91450	21	57100-147760	
27.	Municipal Assistant Engineer	19	31460-84970	19	48440-137220	
28.	Technical Officer	19	31460-84970	19	48440-137220	
29.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
30.	Sanitary Inspector	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Pharmacist	11	21230-63010	13	35570-109910	On par with M&H Dept
32.	Compounder (Ayurvedic)	9	18400-55410	11	32670-101970	
33.	Health Visitor	10	19500-58330	10	29980-94500	
34.	Maternity Assistant	10	19500-58330	10	29980-94500	
35.	Filter Bed Operator, Grade-I	9 / 7	18400-55410 (P) (for I.T.I) / 16400-49870 (FE)	9 / 7	28280-89720 (P) (for I.T.I) / 25220-80910 (FE)	
36.	Electrician	9 / 4	18400-55410 (P) (for I.T.I) / 14600-44870 (FE)	9 / 4	28280-89720 (P) (for I.T.I) / 22460-72810 (FE)	
37.	Radio Technician	9	18400-55410	9	28280-89720	
38.	Technical Assistant	9	18400-55410	9	28280-89720	
39.	Health Assistant	9	18400-55410	9	28280-89720	
40.	Tap Inspector	8 / 5	17890-53950 (P) / 15030-46060 (FE)	8 / 5	27500-87480 (P) / 23120-74770 (FE)	
41.	Fitter Grade-I	8 / 3	17890-53950 (for I.T.I) / 13780-42490 (FE)	8 / 3	27500-87480 (for ITI) / 21200-65360 (FE)	
42.	Technical Maistry	8	17890-53950	8	27500-87480	
43.	Wireman	8	17890-53950	8	27500-87480	
44.	Driver (HV)	cc		cc		Common Category
45.	Meter Reader	8	17890-53950	8	27500-87480	
46.	Meter Mechanic	8	17890-53950	8	27500-87480	
47.	P.W. Maistry (W.I) Grade-IV	6	15460-47330	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
48.	Park Superintendent	6	15460-47330	6	23780-76730	
49.	Driver (LV)	cc		cc		Common Category
50.	Fitter Grade-II	2	13390-41380	2	20600-63660	
51.	Wireman (Last Grade)	1	13000-40270	1	20000-61960	
52.	DRR Cleaner	1	13000-40270	1	20000-61960	
53.	T.B. Watchman	1	13000-40270	1	20000-61960	
54.	Lorry Cleaner	1	13000-40270	1	20000-61960	
55.	F.B.Maistry	1	13000-40270	1	20000-61960	
56.	Turn Cock	1	13000-40270	1	20000-61960	
57.	Fitter Mazdoor	1	13000-40270	1	20000-61960	
58.	W.W.Cleaner	1	13000-40270	1	20000-61960	
59.	W.W. Watcher	1	13000-40270	1	20000-61960	
60.	Gardener	cc		cc		Common Category
61.	Sweeper	cc		cc		Common Category
62.	Tractor Cleaner	1	13000-40270	1	20000-61960	
63.	Mechanic	1	13000-40270	1	20000-61960	
64.	P.S.Cleaner	1	13000-40270	1	20000-61960	
65.	Carpentor	1	13000-40270	1	20000-61960	
66.	Helper	1	13000-40270	1	20000-61960	
67.	Time Keeper	1	13000-40270	1	20000-61960	
68.	Tank Watchman	1	13000-40270	1	20000-61960	
69.	Lasker	1	13000-40270	1	20000-61960	
70.	Park Mazdoor	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
71.	Road Mazdoor	1	13000-40270	1	20000-61960	
72.	Filter Bed Cleaner	1	13000-40270	1	20000-61960	
73.	Meter Cleaner	1	13000-40270	1	20000-61960	
74.	Sewage pumping cleaner	1	13000-40270	1	20000-61960	
75.	Filter Bed Watchman	1	13000-40270	1	20000-61960	
76.	Public Works Mastries	1	13000-40270	1	20000-61960	
77.	Sanitary Maistry	1	13000-40270	1	20000-61960	
78.	Ayah	1	13000-40270	1	20000-61960	
79.	Carpenter	1	13000-40270	1	20000-61960	
80.	Bellow Boy	1	13000-40270	1	20000-61960	
81.	Cleaner	cc		cc		Common Category
82.	Male Nursing Orderly	cc		cc		Common Category
83.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
84.	Mazdoor	1	13000-40270	1	20000-61960	
85.	P.H. Worker	1	13000-40270	1	20000-61960	

28. (I). MUNICIPAL CORPORATION OF ELURU

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
2.	Superintendent	cc		Cc		Common Category
3.	Manager	15	25140-73270	15	38720-118390	
4.	Revenue Officer	14	24440-71510	14	37640-115500	
5.	Senior Assistant	cc		cc		Common Category
6.	Accountant	13	23100-67990	13	35570-109910	
7.	Revenue Inspector	12	22460-66330	12	34580-107210	
8.	Junior Assistant	cc		cc		Common Category
9.	Typist	cc		cc		Common Category
10.	Bill Collector	5	15030-46060	5	23120-74770	
11.	Record Assistant	cc		cc		Common Category
12.	Office Subordinate (formerly Attender)	cc		cc		Common Category
13.	Sweeper	cc		cc		Common Category
14.	Night Watchman	1	13000-40270	1	20000-61960	
Engineering Wing						
1.	Superintending Engineer	29	66330-108330	29	101970-174790	
2.	Executive Engineer	24	46060-98440	25	76730-162780	On par with Executive Engineer

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
4.	Assistant Engineer	19	31460-84970	19	48440-137220	
5.	Draughts Man	14	24440-71510	14	37640-115500	
6.	Filter Bed Operator	8 / 7	17890-53950 (P) (for I.T.I) / 16400-49870 (FE)	8 / 7	27500-87480 (P) (for I.T.I) /25220-80910 (FE)	
7.	Tap Inspector	7	16400-49870	7	25220-80910	
8.	Work Inspector (Technical)	7	16400-49870	7	25220-80910	
9.	Work Maistry	1	13000-40270	1	20000-61960	
10.	Switch Board Operator	1	13000-40270	1	20000-61960	
11.	F.B.Maistry	1	13000-40270	1	20000-61960	
12.	F.B. Cleaner	1	13000-40270	1	20000-61960	
13.	U.G.D. Cleaner	1	13000-40270	1	20000-61960	
14.	Tank Watcher	1	13000-40270	1	20000-61960	
15.	Fountain Cleaner	1	13000-40270	1	20000-61960	
16.	Pump house Cleaner	1	13000-40270	1	20000-61960	
17.	Night Watchman	1	13000-40270	1	20000-61960	
18.	Night Watcher	1	13000-40270	1	20000-61960	
19.	Turn Cock	1	13000-40270	1	20000-61960	
20.	T.B. Watcher	1	13000-40270	1	20000-61960	
21.	Borewell operator	1	13000-40270	1	20000-61960	
22.	W.S. Mazdoor	1	13000-40270	1	20000-61960	
23.	T.P. Mazdoor	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
24.	Gang Mazdoor	1	13000-40270	1	20000-61960	
25.	Women Gang Mazdoor	1	13000-40270	1	20000-61960	
26.	Man Mazdoor	1	13000-40270	1	20000-61960	
27.	Street lighting Mazdoor	1	13000-40270	1	20000-61960	
28.	Lighting Superintendent	1	13000-40270	1	20000-61960	
29.	Lighting Supervisor	1	13000-40270	1	20000-61960	
30.	Fitter	1	13000-40270	1	20000-61960	
31.	Electrician	1	13000-40270	1	20000-61960	
32.	Silt Bucket Cleaner	1	13000-40270	1	20000-61960	
33.	Drainage Maistry	1	13000-40270	1	20000-61960	
34.	Broadcasting Mazdoor	1	13000-40270	1	20000-61960	
35.	Radio Supervisor	1	13000-40270	1	20000-61960	
36.	Roller Driver	1	13000-40270	1	20000-61960	
37.	Mixer Driver	1	13000-40270	1	20000-61960	
38.	Tractor Driver	1	13000-40270	1	20000-61960	
39.	S.R. Watchman	1	13000-40270	1	20000-61960	
40.	Water supply cleaner	1	13000-40270	1	20000-61960	
41.	Water supply Driver	1	13000-40270	1	20000-61960	
42.	Park Gardner	1	13000-40270	1	20000-61960	
Public Health						
1.	Municipal Health Officer	22	40270-93780	22	61960-151370	
2.	Family Planning Surgeon	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	Medical Officer (Ayurvedic)	21	37100-91450	21	57100-147760	
4.	Medical Officer (Unani)	21	37100-91450	21	57100-147760	
5.	Sanitary Inspector	12	22460-66330	12	34580-107210	
6.	Compounder (Ayurvedic)	9	18400-55410	11	32670-101970	
7.	Health Visitor	10	19500-58330	10	29980-94500	
8.	ANMs	10	19500-58330	10	29980-94500	
9.	Health Assistant	9	18400-55410	9	28280-89720	
10.	P.H. Tractor Driver	8	17890-53950	8	27500-87480	
11.	Care Taker	3	13780-42490	3	21200-65360	
12.	Field Assistant	2	13390-41380	2	20600-63660	
13.	Cleaners (Thoti)	1	13000-40270	1	20000-61960	
14.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
15.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
16.	M.P.H-W	1	13000-40270	1	20000-61960	
17.	Ayahs	1	13000-40270	1	20000-61960	
18.	B.G. Watchman	1	13000-40270	1	20000-61960	
19.	P.H. Maistry	1	13000-40270	1	20000-61960	
20.	Dobhi	1	13000-40270	1	20000-61960	
21.	P.W. Worker	1	13000-40270	1	20000-61960	
22.	W.W. Helper	1	13000-40270	1	20000-61960	
Town Planning Wing						
1.	Town Planning Officer	21	37100-91450	21	57100-147760	
2.	Town Planning Supervisor	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	Town Planning Building Overseer	12	22460-66330	12	34580-107210	
4.	Tracer	8	17890-53950	9	28280-89720	On par with same category in Engg Depts
5.	Chainman	cc		cc		Common Category
Audit Department						
1.	Examiner of Accounts	22	40270-93780	22	61960-151370	
2.	Assistant Examiner of Accounts	20	35120-87130	20	54060-140540	
Education Wing						
1.	Head Master	20	35120-87130	20	54060-140540	
2.	School Assistant & L.F.L.H.M's	17	28940-78910	17	44570-127480	
3.	SGT	11	21230-63010	12	34580-107210	
4.	L.P. Gr-II	11	21230-63010	12	34580-107210	
5.	Craft Teacher	11	21230-63010	12	34580-107210	
6.	Drawing Teacher	11	21230-63010	12	34580-107210	
7.	Music Teacher	11	21230-63010	12	34580-107210	
8.	PET	11	21230-63010	12	34580-107210	
9.	P.V.I.	11	21230-63010	12	34580-107210	

28. (m). MUNICIPAL CORPORATION OF ANANTAPURAMU

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
2.	Additional Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Deputy Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
4.	Examiner of Accounts	24	46060-98440	24	70850-158880	
5.	Assistant Examiner of Accounts	22	40270-93780	22	61960-151370	
6.	Manager	17	28940-78910	19	48440-137220	
7.	Revenue Officer	17	28940-78910	19	48440-137220	
8.	Accountant	17	28940-78910	18	45830-130580	On par with Jr.A.O. of T&A Dept.
9.	Senior Assistant	cc		cc		Common Category
10.	Junior Assistant	cc		cc		Common Category
11.	Typist	cc		cc		Common Category
12.	Bill Collector	5	15030-46060	5	23120-74770	
13.	Record Assistant	cc		cc		Common Category
14.	Register Writer	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Chainman	cc		cc		Common Category
16.	Office Subordinate	cc		cc		Common Category
17.	Caretaker	1	13000-40270	1	20000-61960	
18.	P.H. & Non P.H. Worker	1	13000-40270	1	20000-61960	
Engineering Section Establishment						
19.	Superintending Engineer	29	66330-108330	29	101970-174790	
20.	Municipal Engineer Gr-I	25	49870-100770	25	76730-162780	
21.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
22.	Deputy Executive Engineer (Under Action Plan)	23	42490-96110	23	65360-154980	
23.	Municipal Health Officer	22	40270-93780	22	61960-151370	
24.	Medical Officers Allopathy	22	40270-93780	22	61960-151370	
25.	Women Medical Officer	22	40270-93780	22	61960-151370	
26.	Medical Officer Ayurvedic	21	37100-91450	21	57100-147760	
27.	Municipal Assistant Engineer	19	31460-84970	19	48440-137220	
28.	Technical Officer	19	31460-84970	19	48440-137220	
29.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
30.	Pharmacist	11	21230-63010	13	35570-109910	On par with same category in M&H Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Sanitary Inspector	12	22460-66330	12	34580-107210	
32.	Compounder (Ayurvedic)	9	18400-55410	11	32670-101970	
33.	Health Visitor	10	19500-58330	10	29980-94500	
34.	Maternity Assistant	10	19500-58330	10	29980-94500	
35.	Technical Assistant	9	18400-55410	9	28280-89720	
36.	Radio Technician	9	18400-55410	9	28280-89720	
37.	Health Assistant	9	18400-55410	9	28280-89720	
38.	Tap Inspector	8 / 5	17890-53950 (P)/ 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
39.	Filter Bed Operator, Grade-I	8 / 7	17890-53950 (for I.T.I.) / 16400-49870 (FE)	8 / 7	27500-87480 (for ITI)/ 25220-80910 (FE)	
40.	Fitter Grade-I	8 / 3	17890-53950 (for I.T.I.)/ 13780-42490 (FE)	8 / 3	27500-87480 (for ITI)/ 21200-65360 (FE)	
41.	Electrician	8 / 4	17890-53950 (for I.T.I.) / 14600-44870 (FE)	8 / 4	27500-87480 (for ITI)/ 22460-72810 (FE)	
42.	Technical Maistry	8	17890-53950	8	27500-87480	
43.	Wireman	8	17890-53950	8	27500-87480	
44.	Driver (HV)	cc		cc		Common Category
45.	Meter Reader	8	17890-53950	8	27500-87480	
46.	Meter Mechanic	8	17890-53950	8	27500-87480	
47.	Driver (LV)	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
48.	Park Superintendent	6	15460-47330	6	23780-76730	
49.	P.W. Maistry (W.I) Grade-IV	6	15460-47330	6	23780-76730	
50.	Fitter Grade-II	2	13390-41380	2	20600-63660	
51.	Wireman (Last Grade)	1	13000-40270	1	20000-61960	
52.	DRR Cleaner	1	13000-40270	1	20000-61960	
53.	T.B. Watchmen	1	13000-40270	1	20000-61960	
54.	Lorry Cleaner	1	13000-40270	1	20000-61960	
55.	F.B.Maistry	1	13000-40270	1	20000-61960	
56.	Turn Cock	1	13000-40270	1	20000-61960	
57.	Fitter Mazdoor	1	13000-40270	1	20000-61960	
58.	W.W.Cleaner	1	13000-40270	1	20000-61960	
59.	W.W. Watcher	1	13000-40270	1	20000-61960	
60.	Gardner	cc		cc		Common Category
61.	Sweeper	cc		cc		Common Category
62.	Tractor Cleaner	1	13000-40270	1	20000-61960	
63.	Mechanic	1	13000-40270	1	20000-61960	
64.	P.S.Cleaner	1	13000-40270	1	20000-61960	
65.	Carpenter	1	13000-40270	1	20000-61960	
66.	Helper	1	13000-40270	1	20000-61960	
67.	Time Keeper	1	13000-40270	1	20000-61960	
68.	Tank Watchman	1	13000-40270	1	20000-61960	
69.	Lasker	1	13000-40270	1	20000-61960	
70.	Park Mazdoor	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
71.	Road Mazdoor	1	13000-40270	1	20000-61960	
72.	Filter Bed Cleaner	1	13000-40270	1	20000-61960	
73.	Meter Cleaner	1	13000-40270	1	20000-61960	
74.	Sewage pumping cleaner	1	13000-40270	1	20000-61960	
75.	Filter Bed Watchman	1	13000-40270	1	20000-61960	
76.	Public Works Maistry	1	13000-40270	1	20000-61960	
77.	Sanitary Maistry	1	13000-40270	1	20000-61960	
78.	Ayah	1	13000-40270	1	20000-61960	
79.	Carpenter	1	13000-40270	1	20000-61960	
80.	Bellow Boy	1	13000-40270	1	20000-61960	
81.	Cleaner	cc		cc		Common Category
82.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
83.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
84.	Mazdoor	1	13000-40270	1	20000-61960	
85.	P.H.Worker	1	13000-40270	1	20000-61960	

28. (n). MUNICIPAL CORPORATION OF TIRUPATI

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
3.	Examiner of Accounts	24	46060-98440	24	70850-158880	
4.	Deputy Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
5.	Secretary					Pay scale as per grade as indicated under Mpl. Admin Dept
6.	Assistant Examiner of Accounts	22	40270-93780	22	61960-151370	
7.	Education Officer	20	35120-87130	20	54060-140540	
8.	Accounts Officer	20	35120-87130	20	54060-140540	
9.	Manager	17	28940-78910	19	48440-137220	
10.	Revenue Officer	17	28940-78910	19	48440-137220	
11.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept
12.	Superintendent	cc		cc		Common Category
13.	Public Relation Officer					Drafted from I&PR Dept
14.	Accountant	17	28940-78910	18	45830-130580	On par with Jr.A.O., T&A Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Senior Assistant	cc		cc		Common Category
16.	Upper Division R.I.	12	22460-66330	14	37640-115500	
17.	Senior Accountant	cc		cc		Common Category
18.	Senior Steno	cc		cc		Common Category
19.	Junior Assistant	cc		cc		Common Category
20.	Junior Accountant	cc		cc		Common Category
21.	Typist	cc		cc		Common Category
22.	Mpl. Rev. Inspector	7	16400-49870	7	25220-80910	
23.	Bill Collector	5	15030-46060	5	23120-74770	
24.	Record Assistant	cc		cc		Common Category
25.	Librarian	3	13780-42490	3	21200-65360	
26.	Office Subordinate (formerly Attender)	cc		cc		Common Category
27.	Watchman	cc		cc		Common Category
28.	Office Sweeper	cc		cc		Common Category
29.	Waterman	cc		cc		Common Category
TOWN PLANNING						
1.	Assistant City Planner	22	40270-93780	23	65360-154980	
2.	Town Planning Officer	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
4.	Town Surveyor	14	24440-71510	14	37640-115500	
5.	T.P.B. Overseer	12	22460-66330	12	34580-107210	
6.	Town Project Officer	11	21230-63010	11	32670-101970	
7.	Tracer	8	17890-53950	9	28280-89720	On par with same category in Engg Dept
8.	T.P. Chainman	1	13000-40270	cc		Common Category
PUBLIC HEALTH						
1.	Municipal Health Officer (Allopathy)	22	40270-93780	22	61960-151370	
2.	Women Medical Officer (Allopathy)	22	40270-93780	22	61960-151370	
3.	Medical Officer in AYUSH	21	37100-91450	21	57100-147760	
4.	Veterinary Officer	20	35120-87130	21	57100-147760	
5.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
6.	Compounder (Pharmacist, Allopathic)	11	21230-63010	13	35570-109910	On par with M&H Dept
7.	Sanitary Inspector	12	22460-66330	12	34580-107210	
8.	Maternity Assistant	10	19500-58330	10	29980-94500	
9.	Health Assistant (Birth & Death Registrar/ Malaria)	9	18400-55410	9	28280-89720	
10.	Tractor Driver (H.V.)	8	17890-53950	8	27500-87480	
11.	Lorry Driver (H.V.)	8	17890-53950	8	27500-87480	
12.	Public Health Maistry	2	13390-41380	2	20600-63660	
13.	Aya	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Thoti	1	13000-40270	1	20000-61960	
15.	Male Nurshing Orderly	1	13000-40270	1	20000-61960	
16.	Female Nurshing Orderly	1	13000-40270	1	20000-61960	
17.	P.H. Worker	1	13000-40270	1	20000-61960	
18.	P.H. Cleaner	1	13000-40270	1	20000-61960	
ENGINEERING						
1.	Superintending Engineer	29	66330-108330	29	101970-174790	
2.	Municipal Engineer Gr-I	24	46060-98440	25	76730-162780	On par with Executive Engineer
3.	Mpl. Dy. Exe. Engineer	23	42490-96110	23	65360-154980	
4.	Environmental Engineer (Dy. E.E.)	23	42490-96110	23	65360-154980	
5.	P.A. to Superintending Engineer	21	37100-91450	21/23	57100-147760 (AEE Cadre)/ 65360-154980 (DEE Cadre)	Grade to be assigned depending on caddre of officer (AEE or DEE)
6.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
7.	Mpl. Asst. Engineer	19	31460-84970	19	48440-137220	
8.	Technical Officer (Formerly Deaughtsman)	19	31460-84970	19	48440-137220	
9.	C.A.D. Operator	18	29760-80930	18	45830-130580	
10.	Work Inspector	9	18400-55410	9	28280-89720	
11.	Tap Inspector	8 / 5	17890-53950 (P) / 15030-46060 (FE)	8 / 5	27500-87480 (P) / 23120-74770 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
12.	Filter Bed Operator	8 / 5	17890-53950 (P) / 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
13.	Electrician	8 / 5	17890-53950 (P) / 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
14.	Road Roller Driver	8	17890-53950	8	27500-87480	
15.	Water Tank Driver	8	17890-53950	8	27500-87480	
16.	Car Driver	cc		cc		Common Category
17.	Zeep Driver	cc		cc		Common Category
18.	Lighting Superintendent	5	15030-46060	5	23120-74770	
19.	Fitter	5	15030-46060	5	23120-74770	
20.	Road Roller Cleaner	1	13000-40270	1	20000-61960	
21.	Water Work Watchman	1	13000-40270	1	20000-61960	
22.	Helper	1	13000-40270	1	20000-61960	
23.	Turn cock	1	13000-40270	1	20000-61960	
24.	Fountain Cleaner	1	13000-40270	1	20000-61960	
25.	Gardner	cc		cc		Common Category
26.	Non P.H. Worker	1	13000-40270	1	20000-61960	
27.	Electrical Helper	1	13000-40270	1	20000-61960	
28.	Gang Mazdoor	1	13000-40270	1	20000-61960	
29.	Avenue Coolie	1	13000-40270	1	20000-61960	
30.	Fitter Cooly	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Bore Well Cleaner	1	13000-40270	1	20000-61960	
32.	Water Supply Helper	1	13000-40270	1	20000-61960	
Education Establishment						
1.	Head Master	20	35120-87130	20	54060-140540	
2.	School Assistant	17	28940-78910	17	44570-127480	
3.	Urdu Munishi	17	28940-78910	17	44570-127480	
4.	Physical Director	17	28940-78910	17	44570-127480	
5.	Telugu Pandit	11	21230-63010	12	34580-107210	
6.	Hindi Pandit	11	21230-63010	12	34580-107210	
7.	Sanskrit Pandit	11	21230-63010	12	34580-107210	
8.	P.E.T.	11	21230-63010	12	34580-107210	
9.	Drawing Teacher	11	21230-63010	12	34580-107210	
10.	Music Teacher	11	21230-63010	12	34580-107210	
11.	Vocational Instructor	11	21230-63010	12	34580-107210	
12.	S.G.T.	11	21230-63010	12	34580-107210	
13.	P.V.I.	11	21230-63010	12	34580-107210	

28. (o). MUNICIPAL CORPORATION OF ONGOLE

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
2.	TPO (Selection Grade)	22	40270-93780	23	65360-154980	
3.	Assistant City Planner	22	40270-93780	23	65360-154980	
4.	Accounts Officer	19	31460-84970	20	54060-140540	On par with same category in T&A Dept
5.	Assistant Commissioner	19	31460-84970	19	48440-137220	
6.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
7.	Manager	17	28940-78910	19	48440-137220	
8.	Junior Account Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept
9.	Revenue Officer	16	26600-77030	16	40970-124380	
10.	Senior Assistant	cc		cc		Common Category
11.	Upper Division Revenue Inspector	12	22460-66330	14	37640-115500	
12.	Senior Accountant	cc		cc		Common Category
13.	Accountant	13	23100-67990	13	35570-109910	
14.	TPRO	12	22460-66330	12	34580-107210	
15.	Town Planning Building Overseer	12	22460-66330	12	34580-107210	
16.	Senior Stenographer	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Tracer	8	17890-53950	9	28280-89720	On par with same category in Engg. Dept
18.	Junior Assistant	cc		cc		Common Category
19.	Typist	cc		cc		Common Category
20.	Junior Accountant	cc		cc		Common Category
21.	Library Assistant	cc		cc		Common Category
22.	Bill Collector	4	14600-44870	4	22460-72810	
23.	Record Assistant	cc		cc		Common Category
24.	Town Planning Chainman	1	13000-40270	cc		Common Category
25.	Attender	1	13000-40270	1	20000-61960	
Education						
1.	Headmaster	20	35120-87130	20	54060-140540	
2.	School Assistant	17	28940-78910	17	44570-127480	
3.	Telugu Pandit, Gr-I	17	28940-78910	17	44570-127480	
4.	Hindi Pandit, Gr-I	17	28940-78910	17	44570-127480	
5.	Sanskrit Pandit, Gr-I	17	28940-78910	17	44570-127480	
6.	LFL HM	17	28940-78910	17	44570-127480	
7.	Secondary Grade Teacher	11	21230-63010	12	34580-107210	
8.	Telugu Pandit, Gr-II	11	21230-63010	12	34580-107210	
9.	Hindi Pandit, Gr-II	11	21230-63010	12	34580-107210	
10.	Drawing Teacher	11	21230-63010	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
11.	Sewing Instructor	11	21230-63010	12	34580-107210	
12.	Craft Instructor	11	21230-63010	12	34580-107210	
13.	Physical Education Teacher	11	21230-63010	12	34580-107210	
ENGINEERING ESTABLISHMENT:						
1.	Municipal Engineer Gr-I	24	46060-98440	25	76730-162780	On par with Executive Engineer
2.	Dy. Executive Engineer	23	42490-96110	23	65360-154980	
3.	Assistant Engineer	19	31460-84970	19	48440-137220	
4.	Junior Technical Officer	12	22460-66330	12	34580-107210	
5.	Filter Bed Operator	10	19500-58330	10	29980-94500	
6.	Electrician	10	19500-58330	10	29980-94500	
7.	Work Inspector	9	18400-55410	9	28280-89720	
8.	Tap Inspector	6	15460-47330	6	23780-76730	
9.	Fitter	5	15030-46060	5	23120-74770	
10.	Driver	5	15030-46060	5	23120-74770	
11.	Watchman	2	13390-41380	2	20600-63660	
12.	Park Gardener	2	13390-41380	2	20600-63660	
13.	Superior Field Worker	2	13390-41380	2	20600-63660	
14.	Lighting Superintendent	1	13000-40270	1	20000-61960	
15.	Fountain Cleaner	1	13000-40270	1	20000-61960	
16.	Turn Cock	1	13000-40270	1	20000-61960	
17.	Street Light Helper	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Filter Bed Cleaner	1	13000-40270	1	20000-61960	
19.	Gang Coolli	1	13000-40270	1	20000-61960	
20.	Petrolman	1	13000-40270	1	20000-61960	
21.	Man Mazdoor	1	13000-40270	1	20000-61960	
22.	Water Works Helper	1	13000-40270	1	20000-61960	
23.	Water Works Cleaner	1	13000-40270	1	20000-61960	
PUBLIC HEALTH ESTABLISHMENT:						
1.	Municipal Health Officer					On par with same category in M&H Dept.
2.	Medical Officer (Ayush)	20	35120-87130	21	57100-147760	On par with same category in Ayush Dept
3.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	On par with same category in E&S Dept
4.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
5.	Sanitary Inspector	12	22460-66330	12	34580-107210	
6.	Health Assistant	9	18400-55410	9	28280-89720	
7.	Field Assistant	8	17890-53950	8	27500-87480	
8.	Maternity Assiatant	8	17890-53950	8	27500-87480	
9.	Sanitary Maistry	1	13000-40270	1	20000-61960	
10.	Maternity Aya	1	13000-40270	1	20000-61960	
11.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
12.	Public Health Worker	1	13000-40270	1	20000-61960	
13.	Male Nursing Orderly	1	13000-40270	1	20000-61960	

28. (p). MUNICIPAL CORPORATION OF CHITTOOR

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
2.	Municipal Health Officer (Allopathy)					On par with same category in M&H Dept
3.	Assistant Commissioner	23	42490-96110	23	65360-154980	
4.	Medical Officer (Ayush)	21	37100-91450	21	57100-147760	On par with same category in Ayush Dept
5.	Accounts Officer	17	28940-78910	19	48440-137220	
6.	Manager	17	28940-78910	19	48440-137220	
7.	Revenue Officer	13	23100-67990	13	35570-109910	
8.	Revenue Insspector (U.D.)	12	22460-66330	12	34580-107210	
9.	Senior Steno	cc		cc		Common Category
10.	Senior Assistant	cc		cc		Common Category
11.	Senior Accountant	12	22460-66330	12	34580-107210	
12.	Sanitary Inspector	12	22460-66330	12	34580-107210	
13.	Birth and Death Sub-Registrar	11	21230-63010	11	32670-101970	
14.	Maternity Assistant	9	18400-55410	9	28280-89720	
15.	Health Assistant	9	18400-55410	9	28280-89720	
16.	Junior Assistant	cc		cc		Common Category
17.	Junior Accountant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Malaria Field Assistant	7	16400-49870	7	25220-80910	
19.	Bill Collector	6	15460-47330	6	23780-76730	
20.	Driver (LV)	cc		cc		Common Category
21.	Record Assistant	cc		cc		Common Category
22.	P.H. Maistry	1	13000-40270	1	20000-61960	
23.	Maternity Ayah	1	13000-40270	1	20000-61960	
24.	Office Subordinate	1	13000-40270	1	20000-61960	
25.	Watchman	1	13000-40270	1	20000-61960	
26.	Cleaner (P.H.)	1	13000-40270	1	20000-61960	
27.	P.H. Worker	1	13000-40270	1	20000-61960	

28. (q). MUNICIPAL CORPORATION OF SRIKAKULAM

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Municipal Commissioner					Pay scale as per grade as indicated under Mpl. Admin Dept
2	Asst.Commissioner (Grade-II)	21	37100-91450	21	57100-147760	
3	Manager	17	28940-78910	19	48440-137220	
4	Senior Assistant	cc		cc		Common Category
5	Senior Stenographer	cc		cc		Common Category
6	Junior Assistant / LDRI	cc		cc		Common Category
7	Typist	cc		cc		Common Category
8	Record Assistant	cc		cc		Common Category
9	Night watcher	cc		cc		Common Category
10	Officer sub-ordinates	cc		cc		Common Category
Accounts						
11	Accounts Officer	17	28940-78910	19	48440-137220	
12	Sr. Accountant	12	22460-66330	14	37640-115500	
13	Jr. Accountant	7	16400-49870	9	28280-89720	
Revenue						
14	Revenue Officer	17	28940-78910	19	48440-137220	
15	Bill Collector	5	15030-46060	5	23120-74770	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Public Health Section						
16	Municipal Health Officer	22	40270-93780	22	61960-151370	
17	Medical Officer	19	31460-84970	21/22	57100-147760 (M.O., Ayush)/ 61960-151370 (M.O., Allopathic)	Grade to be assigned depending on category of officer
18	Sanitary Inspector	12	22460-66330	12	34580-107210	
19	Health Assistant	11	21230-63010	11	32670-101970	
20	Meternity Assistants	8	17890-53950	8	27500-87480	
21	Tractor Driver	8	17890-53950	8	27500-87480	
22	Sanitary Maistry	1	13000-40270	1	20000-61960	
23	PH Workers	1	13000-40270	1	20000-61960	
24	Ayah	1	13000-40270	1	20000-61960	
25	Thoti	1	13000-40270	1	20000-61960	
26	Sweeper	1	13000-40270	1	20000-61960	
27	Town Project Officer, Gr-III	11	21230-63010	11	32670-101970	
28	Community Organiser	7	16400-49870	7	25220-80910	
Engineering						
29	EE (ME, Gr-I)	25	49870-100770	25	76730-162780	
30	Dy.EE	23	42490-96110	23	65360-154980	
31	AEE	21	37100-91450	21	57100-147760	
32	Horticulture Officer	20	35120-87130	20	54060-140540	
33	MAE	19	31460-84970	19	48440-137220	
34	Work Inspector/ Technical Maistry	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
35	Fitter Grade-I	8	17890-53950	8	27500-87480	
36	Electricians Grade-II	8	17890-53950	8	27500-87480	
37	Meter Raider	6	15460-47330	6	23780-76730	
38	Tanker Driver	5	15030-46060	5	23120-74770	
39	Road roller Driver	5	15030-46060	5	23120-74770	
40	Zeep Driver	5	15030-46060	5	23120-74770	
41	Lighting Superintendent	3	13780-42490	3	21200-65360	
42	Fitter Grade-II	3	13780-42490	3	21200-65360	
43	Non PH Workers	1	13000-40270	1	20000-61960	
Town Planning						
45	Asst. City Planner (Special Grade)	22	40270-93780	23	65360-154980	
46	A.C.P (Transport Planner)	22	40270-93780	23	65360-154980	
47	T.P.O	21	37100-91450	21	57100-147760	
48	T.P.S	19	31460-84970	19	48440-137220	
49	T.P.B.O	12	22460-66330	12	34580-107210	
50	Town Surveyor	12	22460-66330	12	34580-107210	
51	Tracer	8	17890-53950	9	28280-89720	
53	Chainman	1	13000-40270	Cc		Common Category
Education						
54	H.M	20	35120-87130	20	54060-140540	
55	School Assistants	17	28940-78910	17	44570-127480	
56	Grade-I Telugu Pandit	17	28940-78910	17	44570-127480	
57	Grade-I Hindi Pandit	17	28940-78910	17	44570-127480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
58	L.F.L Head Masters	17	28940-78910	17	44570-127480	
59	Senior Assistant	Cc		Cc		Common Category
60	Craft Teacher	11	21230-63010	12	34580-107210	
61	Grade-II Telugu	11	21230-63010	12	34580-107210	
62	Grade-II Hindi	11	21230-63010	12	34580-107210	
63	PET	11	21230-63010	12	34580-107210	
64	Drawing Teacher	11	21230-63010	12	34580-107210	
65	Grade-II Urdu Teacher	11	21230-63010	12	34580-107210	
66	Secondary Grade Teachers	11	21230-63010	12	34580-107210	
67	Junior Asisstant	11	21230-63010	12	34580-107210	
68	Record Assistant	5	15030-46060	5	23120-74770	
69	Thoti	1	13000-40270	1	20000-61960	
70	Water Women	1	13000-40270	1	20000-61960	
71	Water Boy	1	13000-40270	1	20000-61960	
72	Atteneder	1	13000-40270	1	20000-61960	
73	Sweepers	1	13000-40270	1	20000-61960	
74	Night Watchman	1	13000-40270	1	20000-61960	

28. (r). MUNICIPALITIES

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Municipal Engineer-I	25	49870-100770	25	76730-162780	
2.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
3.	Town Planning Officer (Selection Grade Municipalities)	22	40270-93780	23	65360-154980	
4.	Senior Medical Officer (Homeopathy, Amalapuram, Unani/ Homeopathy Kurnool)	21	37100-91450	23	65360-154980	On par with same category in Ayush
5.	Medical Officer, Allopathy	22	40270-93780	22	61960-151370	
6.	Town Planning Officer	21	37100-91450	21	57100-147760	
7.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
8.	Medical Officer (Ayurveda, Homeo and Unani)	20	35120-87130	21	57100-147760	
9.	Senior Entomologist	20	35120-87130	20	54060-140540	
10.	Radio Supervisor (Diploma Holders)	19	31460-84970	19	48440-137220	
11.	P.W. Supervisor	19	31460-84970	19	48440-137220	
12.	Assistant Engineer	19	31460-84970	19	48440-137220	
13.	Municipal Assistant Engineer	19	31460-84970	19	48440-137220	
14.	Municipal Supervisor	19	31460-84970	19	48440-137220	
15.	Town Planning Supervisor	19	31460-84970	19	48440-137220	
16.	Manager (Special & Selection Grade Municipalities)	17	28940-78910	18	45830-130580	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Manager (Ist Grade Municipalities)	16	26600-77030	16	40970-124380	
18.	Revenue Officer (Special and Selection Grade Municipalities)	14	24440-71510	16	40970-124380	
19.	Radio Supervisor (Certificate Holders)	14 / 12	24440-71510 (P)/ 22460-66330 (FE)	14 / 12	37640-115500 (P)/ 34580-107210. (FE)	
20.	Accountant (Special and Selection Grade Municipalities)	14	24440-71510	14	37640-115500	
21.	Revenue Officer (Ist Grade Municipalities)	14	24440-71510	14	37640-115500	
22.	Manager (IInd and III Grade Municipalities)	14	24440-71510	14	37640-115500	
23.	Health Visitor	14	24440-71510	14	37640-115500	
24.	Sanitary Supervisor	14	24440-71510	14	37640-115500	
25.	Draughtsman	14	24440-71510	14	37640-115500	
26.	Upper Division Clerk	Cc		cc		Common Category
27.	Accountant (Ist and II Grade Municipalities)	13	23100-67990	13	35570-109910	
28.	Pharmacist Gr.II	11	21230-63010	13	35570-109910	
29.	Compounder (Allopathy)	11	21230-63010	13	35570-109910	
30.	Extension Educator (Family Planning)	12	22460-66330	12	34580-107210	
31.	Sanitary Inspector (Andhra Regi	12	22460-66330	12	34580-107210	
32.	Municipal Sanitary Inspector	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Health Inspector	12	22460-66330	12	34580-107210	
34.	T.P. & Building Overseer	12	22460-66330	12	34580-107210	
35.	T.P. Sub-Overseer	12	22460-66330	12	34580-107210	
36.	T.P. Overseer	12	22460-66330	12	34580-107210	
37.	Surveyor- Cum- Draughtsman	12	22460-66330	12	34580-107210	
38.	Engineering Draughtsman	12	22460-66330	12	34580-107210	
39.	T.P. Draughtsman	12	22460-66330	12	34580-107210	
40.	Jr. Technical Officer (Formerly Draughtsman Grade-III)	12	22460-66330	12	34580-107210	
41.	Overseer (Engineering Branch)	12	22460-66330	12	34580-107210	
42.	Work Inspector	11	21230-63010	11	32670-101970	
43.	Auxiliary Nurse Midwife	10	19500-58330	10	29980-94500	
44.	Midwife	10	19500-58330	10	29980-94500	
45.	Maternity Assistant	10	19500-58330	10	29980-94500	
46.	Health Assistant	9 / 11/3	18400-55410 (P)/ 21230-63010 (on par with MPHA in M&H Department)/ 13780-42490 (UQ)	9/12/ 3	28280-89720(P)/ 34580-107210 (on par with MPHA in M&H Department)/ 21200-65360 (UQ)	
47.	Translator	9	18400-55410	9	28280-89720	
48.	Maternity Assistant	9	18400-55410	9	28280-89720	
49.	Cinema Operator	9	18400-55410	9	28280-89720	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
50.	Work Inspector	9	18400-55410	9	28280-89720	
51.	Compounder (Ayurveda, Homeo & Unani)	9	18400-55410	9	28280-89720	
52.	Town Planning Tracer	8	17890-53950	9	28280-89720	On par with Engg Depts
53.	Typist	Cc		cc		Common Category
54.	Junior Assistant	Cc		cc		Common Category
55.	Filter Bed Operator	8 / 7	17890-53950 (P)/ 16400-49870 (FE)	8 / 7	27500-87480 (P)/ 25220-80910 (FE)	
56.	Filter Bed Operator Grade-I	8 / 6	17890-53950 (P)/ 15460-47300 (FE)	8 / 6	27500-87480 (P)/ 23780-76730 (FE)	
57.	Electrician Gr.I	8 / 6	17890-53950 (P)/ 15460-47300 (FE)	8 / 6	27500-87480 (P)/ 23780-76730 (FE)	
58.	Tap Inspector	8 / 5	17890-53950 (P)/ 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
59.	Meter Mechanic	8 / 5	17890-53950 (P)/ 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	
60.	Electrician	8 / 5	17890-53950 (P)/ 15030-46060 (FE)	8 / 5	27500-87480 (P)/ 23120-74770 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
61.	Electrician, Gr.II	8 / 4	17890-53950 (P)/ 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
62.	Electrician (Water Work)	8 / 4	17890-53950 (P)/ 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
63.	Filter Bed Operator Grade-II	8 / 4	17890-53950 (P)/ 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
64.	Tube Well Mechanic	8 / 3	17890-53950 (P)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
65.	Mechanic	8 / 3	17890-53950 (P)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
66.	Foreman	8 / 3	17890-53950 (P)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
67.	Wireman	8 / 3	17890-53950 (P)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
68.	Head Work Fitter	8 / 3	17890-53950 (P)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
69.	Fitter	8 / 3	17890-53950 (P)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
70.	Family Welfare Worker	8	17890-53950	8	27500-87480	
71.	Driver (H.V.)	Cc		cc		Common Category
72.	Lorry Driver	8	17890-53950	8	27500-87480	
73.	Tractor Driver	8	17890-53950	8	27500-87480	
74.	Road Roller Driver	8	17890-53950	8	27500-87480	
75.	Public Health Driver	8	17890-53950	8	27500-87480	
76.	Road Roller Driver/ Steam Head Driver/ Lorry Driver	8	17890-53950	8	27500-87480	
77.	P.W. Overseer	7	16400-49870	7	25220-80910	
78.	Line Inspector, Gr.I	7	16400-49870	7	25220-80910	
79.	Dairy Assistant	7	16400-49870	7	25220-80910	
80.	Technical Maistry	6 / 3	15460-47330 (P) / 13780-42490 (Others)	6 / 3	23780-76730 (P) / 21200-65360 (Others)	
81.	Park Superintendent	6	15460-47330	6	23780-76730	
82.	Librarian (Guntur Municipality)	6	15460-47330	6	23780-76730	
83.	Meter Reader	6	15460-47330	6	23780-76730	
84.	Foreman	6	15460-47330	6	23780-76730	
85.	Pipe Line Fitter	6	15460-47330	6	23780-76730	
86.	Line Inspector Gr.II	6	15460-47330	6	23780-76730	
87.	Tractor Driver	6	15460-47330	6	23780-76730	
88.	Mechanic Driver	6	15460-47330	6	23780-76730	
89.	Driver (L.V)	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
90.	Carpenter	5 / 4	15030-46060 (P)/ 14600- 44870(FE)	5 / 4	23120-74770 (P) / 22460- 72810(FE)	
91.	Carpenter	5 / 3	15030-46060 (P)/ 13780- 42490(FE)	5 / 3	23120-74770 (P)/ 21200-65360 (FE)	
92.	Carpenter	5 / 2	15030-46060 (P)/ 13390- 41380(FE)	5 / 2	23120-74770 (P)/ 20600-63660 (FE)	
93.	Junior Operator	5 / 1	15030-46060 (P)/ 13000- 40270(FE)	5 / 1	23120-74770 (P)/ 20000-61960 (FE)	
94.	Borewell Operator	5 / 1	15030-46060 (P)/ 13000- 40270(FE)	5 / 1	23120-74770 (P)/ 20000-61960 (FE)	
95.	Head Operator	5 / 1	15030-46060 (P)/ 13000- 40270(FE)	5 / 1	23120-74770 (P)/ 20000-61960 (FE)	
96.	Wireman-Cum- Operator	5 / 1	15030-46060 (P)/ 13000- 40270(FE)	5 / 1	23120-74770 (P)/ 20000-61960 (FE)	
97.	Operator	5 / 1	15030-46060 (P)/ 13000- 40270(FE)	5 / 1	23120-74770 (P)/ 20000-61960 (FE)	
98.	Fitter (Water Supply Scheme)	5 / 1	15030-46060 (P)/ 13000-40270 (FE)	5 / 1	23120-74770 (P)/ 20000-61960 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
99.	Lighting Superintendent (Former Lighting Inspector)	5	15030-46060	5	23120-74770	
100.	Mechanic	5	15030-46060	5	23120-74770	
101.	Birth and Death Registrar-cum-Vaccinator	5	15030-46060	5	23120-74770	
102.	Field Assistant	5	15030-46060	5	23120-74770	
103.	Bill Collector	5	15030-46060	5	23120-74770	
104.	Record Assistant	cc		cc		Common Category
105.	Library Assistant	1	13000-40270	cc		Common Category
106.	Park Superintendent	4	14600-44870	4	22460-72810	
107.	Head Operator (Water Supply)	4	14600-44870	4	22460-72810	
108.	Pipeline Fitter Gr.II	4	14600-44870	4	22460-72810	
109.	Lighting Superintendent	4	14600-44870	4	22460-72810	
110.	Head Operator (Work Supdt.)	4	14600-44870	4	22460-72810	
111.	Work Supervisor	3	13780-42490	3	21200-65360	
112.	Draughtsman	3	13780-42490	3	21200-65360	
113.	Sanitary Inspector	3	13780-42490	3	21200-65360	
114.	Head Mali	cc		cc		Common Category
115.	Daroga	cc		cc		Common Category
116.	Lighting Superintendent	3	13780-42490	3	21200-65360	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
117.	Pipeline Fitter	3	13780-42490	3	21200-65360	
118.	Health Assistant	3	13780-42490	3	21200-65360	
119.	Public Health Maistry	2	13390-41380	2	20600-63660	
120.	Blue Print Operator	2	13390-41380	2	20600-63660	
121.	Pump Driver	2	13390-41380	2	20600-63660	
122.	Bailif	2	13390-41380	2	20600-63660	
123.	Mason	2	13390-41380	2	20600-63660	
124.	Field Assistant	2	13390-41380	2	20600-63660	
125.	Instrument Repairer	2	13390-41380	2	20600-63660	
126.	P.W. Maistry	2	13390-41380	2	20600-63660	
127.	Public Health Maistry	2	13390-41380	2	20600-63660	
128.	Wire Board Operator	2	13390-41380	2	20600-63660	
129.	Pipeline Fitter Grade.II	2	13390-41380	2	20600-63660	
130.	Dafedar	cc		cc		Common Category
131.	Chainman	cc		cc		Common Category
132.	Fountain Cleaner	1	13000-40270	1	20000-61960	
133.	Conductress	1	13000-40270	1	20000-61960	
134.	Gardener	cc		cc		Common Category
135.	Fitter Cooly	1	13000-40270	1	20000-61960	
136.	Avenue Cooly	1	13000-40270	1	20000-61960	
137.	Road Roller Cleaner	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
138.	Concrete Mixer Driver	1	13000-40270	1	20000-61960	
139.	Field Worker	1	13000-40270	1	20000-61960	
140.	Market Attender	1	13000-40270	1	20000-61960	
141.	Sweeper	cc		cc		Common Category
142.	Thoti	1	13000-40270	1	20000-61960	
143.	Malan	cc		cc		Common Category
144.	Mali	cc		cc		Common Category
145.	Watchman	cc		cc		Common Category
146.	Filter Bed Maistry	1	13000-40270	1	20000-61960	
147.	Water Supply Lineman/ Lineman	1	13000-40270	1	20000-61960	
148.	Kamaty	cc		cc		Common Category
149.	Public Work Maistry	1	13000-40270	1	20000-61960	
150.	Sanitary Maistry	1	13000-40270	1	20000-61960	
151.	Sanitary Jawan	1	13000-40270	1	20000-61960	
152.	Ayah	1	13000-40270	1	20000-61960	
153.	Bore Well Attender	1	13000-40270	1	20000-61960	
154.	Female Nursing Orderly	1	13000-40270	1	20000-61960	
155.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
156.	Tractor Cleaner	1	13000-40270	1	20000-61960	
157.	Turn cock	1	13000-40270	1	20000-61960	
158.	Pump House Oiler	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
159.	Park Mazdoor	1	13000-40270	1	20000-61960	
160.	Library Care taker	1	13000-40270	1	20000-61960	
161.	Tank Watchman	1	13000-40270	1	20000-61960	
162.	Road Mazdoor	1	13000-40270	1	20000-61960	
163.	Helper	1	13000-40270	1	20000-61960	
164.	Bellow Boy	1	13000-40270	1	20000-61960	
165.	Meter Cleaner	1	13000-40270	1	20000-61960	
166.	Forest Guard	1	13000-40270	1	20000-61960	
167.	Filter Bed Operator	1	13000-40270	1	20000-61960	
168.	Burial Ground Watchman	1	13000-40270	1	20000-61960	
169.	Technical Maistry	1	13000-40270	1	20000-61960	
170.	Sewage Pump Cleaner	1	13000-40270	1	20000-61960	
171.	Switch Board Operator	1	13000-40270	1	20000-61960	
172.	Mechanical Driver	1	13000-40270	1	20000-61960	
173.	Broadcasting Operator	1	13000-40270	1	20000-61960	
174.	Lighter	1	13000-40270	1	20000-61960	
175.	Dispensary Servant	1	13000-40270	1	20000-61960	
176.	Pipe line Fitter	1	13000-40270	1	20000-61960	
177.	Public Health Maistry	1	13000-40270	1	20000-61960	
178.	Work Inspector	1	13000-40270	1	20000-61960	
179.	Office Subordinate	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
180.	Drain Cleaner	1	13000-40270	1	20000-61960	
181.	Drain Maistry	1	13000-40270	1	20000-61960	
182.	Public Health Worker	1	13000-40270	1	20000-61960	
183.	Non-Public Health Worker	1	13000-40270	1	20000-61960	
184.	Gang Cooly	1	13000-40270	1	20000-61960	
185.	Pump House Cleaner	1	13000-40270	1	20000-61960	
186.	Lascar	1	13000-40270	1	20000-61960	
187.	Malaria Mazdoor	1	13000-40270	1	20000-61960	
188.	T.P Butler	1	13000-40270	1	20000-61960	
189.	Sanitary Jawan	1	13000-40270	1	20000-61960	
190.	Avenue Mazdoor	1	13000-40270	1	20000-61960	
191.	Water Boy	1	13000-40270	1	20000-61960	
192.	BCG. Kit Boy	1	13000-40270	1	20000-61960	
193.	Oil Man	1	13000-40270	1	20000-61960	
194.	Water Works Watchman	1	13000-40270	1	20000-61960	
195.	Works Maistry	1	13000-40270	1	20000-61960	
196.	P.H. Maistry	1	13000-40270	1	20000-61960	
197.	Ayah	1	13000-40270	1	20000-61960	
URBAN BASIC SERVICE PROGRAMME						
198.	District Project Officer	21	37100-91450	21	57100-147760	
199.	Town Project Officer Grade - I	19	31460-84970	19	48440-137220	
200.	Town Project Officer Grade.II	17	28940-78910	17	44570-127480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
201.	Town Project Officer Grade.III	11	21230-63010	11	32670-101970	
202.	Community Organisor	7	16400-49870	7	25220-80910	
203.	Assistant Project Officer	7	16400-49870	7	25220-80910	
MUNICIPAL ACCOUNTS WING						
204	Accounts Officer	19	31460-84970	19	48440-137220	
205	Junior Accounts Officer	17	28940-78910	18	45830-130580	
206	Senior Accountant	11	21230-63010	14	37640-115500	
207	Junior Accountant	7	16400-498870	9	28280-89720	

29. PANCHAYATI RAJ AND RURAL DEVELOPMENT

29. (a). PANCHAYATI RAJ DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
COMMISSIONER OF PANCHAYAT RAJ						
1.	Commissioner					Cadre Post
2.	Additional Commissioner	30	73270-108330	30	112610-174790	
3.	Deputy Commissioner	28	61450-105810	28	94500-170580	
4.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
5.	Accounts Officer	22	40270-93780	22	61960-151370	
6.	Assistant Commissioner	21	37100-91450	21	57100-147760	
7.	Superintendent	Cc		cc		Common Category
8.	Special Category Steno	Cc		cc		Common Category
9.	Senior Assistant	Cc		cc		Common Category
10.	Senior Auditor	Cc		cc		Common Category (In Senior Asst. Pay scale)
11.	Upper Division Steno	Cc		cc		Common Category
12.	Junior Assistant	Cc		cc		Common Category
13.	L. D. Steno	cc		cc		Common Category
14.	Typist	cc		cc		Common Category
15.	Steno Typist	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Junior Auditor	cc		cc		Common Category (In Junior Asst. Pay scale)
17.	Driver (LV)	cc		cc		Common Category
18.	Office Subordinate (formerly Attender)	cc		cc		Common Category
Employees Redeployed From erstwhile Hyderabad Allwyn Ltd.						
1.	Allwyn Worker	1	13000-40270	1	20000-61960	
O/o the DISTRICT PANCHAYATI OFFICER						
1.	District Panchayati Officer	21	37100-91450	21	57100-147760	
2.	Divisional Panchayati Officer	20	35120-87130	20	54060-140540	
3.	Administrative Officer (Formerly known as Superintendent)	17	28940-78910	18	45830-130580	On par with Superintendent
4.	Senior Assistant	cc		cc		Common Category
5.	Junior Assistant	cc		cc		Common Category
6.	Typist	cc		cc		Common Category
7.	Driver (LV)	cc		cc		Common Category
8.	Record Assistant	cc		cc		Common Category
9.	Office Subordinate (formerly Attender)	cc		cc		Common Category

29. (b). RURAL DEVELOPMENT DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Special Commissioner					Cadre Post
3.	Special Commissioner (DPAP & WE)					Cadre Post
4.	Special Officer (Micro Credits)	26	52590-103290	26	80910-166680	
5.	Director (SHGs) (Joint Director cadre)	26	52590-103290	26	80910-166680	
6.	Special Officer (M&E) (Joint Dir. cadre)	26	52590-103290	26	80910-166680	
7.	Addl. Chief Executive Officer (J.D. Cadre)	26	52590-103290	26	80910-166680	
8.	Special Officer (Industries) (J.D. Cadre)	26	52590-103290	26	80910-166680	
9.	Deputy Conservator of Forests (Social Forestry & Silviculture)	26	52590-103290	26	80910-166680	
10.	Executive Engineer (Minor Irrigation)	25	49870-100770	25	76730-162780	
11.	Deputy Director (Soil Conservation)	25	49870-100770	25	76730-162780	
12.	Joint Chief Executive Officer (D.D. Cadre)	24	46060-98440	24	70850-158880	
13.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
14.	Scientific Officer (Remote Sensing) (D.D. Cadre)					Drafted from A.P.S.R.A.C.

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Deputy Executive Engineer (Minor Irrigation)	23	42490-96110	23	65360-154980	
16.	Assistant Conservator of Forests (Non-cadre)	22	40270-93780	22	61960-151370	
17.	Accounts Officer (IAC)	22	40270-93780	22	61960-151370	
18.	Assistant Director (Soil Conservation)	22	40270-93780	22	61960-151370	
19.	Scientist G.W (AD Cadre)	22	40270-93780	22	61960-151370	
20.	Scientist S.C (AD Cadre)	22	40270-93780	22	61960-151370	
21.	Scientist R.S (AD Cadre)	22	40270-93780	22	61960-151370	
22.	Assistant Director (Statistics)	21	37100-91450	21	57100-147760	
23.	Assistant Scientific Officer (Remote Sensing)					Drafted from A.P.S.R.A.C.
24.	Accounts Officer-cum-Admn. Officer	20	35120-87130	20	54060-140540	
25.	Computer Programmer (AD Cadre)					Deputation from APTS
26.	Superintendent	cc		cc		Common Category
27.	Special Category Stenographer	cc		cc		Common Category
28.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	On par with same category in E&S Dept.
29.	Assistant Statistical Officer/Junior Investigator	14	24440-71510	15	38720-118390	On par with same category in E&S Dept.

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
30.	Accountant	cc		cc		Common Category
31.	Senior Assistant	cc		cc		Common Category
32.	Senior Stenographer	cc		cc		Common Category
33.	Junior Assistant	cc		cc		Common Category
34.	Typist	cc		cc		Common Category
35.	Lower Division Steno	cc		cc		Common Category
36.	Telephone Operator	cc		cc		Common Category
37.	Senior Driver	cc		cc		Common Category
38.	Driver (L.V)	cc		cc		Common Category
39.	Record Assistant	cc		cc		Common Category
40.	Roneo Operator	cc		cc		Common Category
41.	Jamedar	cc		cc		Common Category
42.	Dafedar	cc		cc		Common Category
43.	Office Subordinate	cc		cc		Common Category
44.	Watchman	cc		cc		Common Category

**29. (c) ANDHRA PRADESH STATE INSTITUTE OF RURAL DEVELOPMENT AND
PANCHAYATI RAJ**

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Joint Director (PR)	27	56870-105810	27	87480-170580	
3.	Professor	27	56870-105810	27	87480-170580	
4.	Senior Faculty	25	49870-100770	25	76730-162780	
5.	Deputy Director	24	46060-98440	24	70850-158880	
6.	Administrative Officer	23	42490-96110	23	65360-154980	
7.	Systems Analyst	21	37100-91450	21	57100-147760	
8.	Junior Faculty	20	35120-87130	20	54060-140540	
9.	Gazetted Instructor (in the cadre of MPDO)	20	35120-87130	20	54060-140540	
10.	Head Clerk (Superintendent)	cc		cc		Common Category
11.	Special Category Stenographer	cc		cc		Common Category
12.	Programmer	17	28940-78910	17	44570-127480	
13.	Assistant Accountant	cc		cc		Common Category
14.	Senior Assistant	cc		cc		Common Category
15.	Field Instructor (in the cadre of VDO, Gr.I)	12	22460-66330	12	34580-107210	
16.	Data Processor	11	21230-63010	11	32670-101970	
17.	Cinema Operator	9	18400-55410	9	28280-89720	
18.	Junior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Librarian	9	18400-55410	9	28280-89720	
20.	Stenographer	cc		cc		Common Category
21.	Typist	cc		cc		Common Category
22.	Roneo Operator	cc		cc		Common Category
23.	Jamedar	cc		cc		Common Category
24.	Head Mali	cc		cc		Common Category
25.	Office Subordinate (formerly Attender)	cc		cc		Common Category
EXTENSION TRAINING CENTRES						
1.	Principal	25	49870-100770	25	76730-162780	
2.	Gazetted Instructor (in the cadre of District Panchayat Officer)	21	37100-91450	21	57100-147760	
3.	Veterinary Officer (VAS Cadre)					Drafted from A.H. Dept
4.	Mandal Parishad Development Officer	20	35120-87130	20	54060-140540	
5.	Chief Instructor	19	31460-84970	19	48440-137220	
6.	Agriculture Officer					Drafted from Agriculture Dept
7.	Office Manager	17	28940-78910	18	45830-130580	On par with Superintendent
8.	Senior Co-operative Inspector	16	26600-77030	16	40970-124380	
9.	Senior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
10.	Assistant Instructor	12	22460-66330	12	34580-107210	
11.	Field Instructor	12	22460-66330	12	34580-107210	
12.	Demonstrator in Audio & Visual Aids	11	21230-63010	11	32670-101970	
13.	Junior Assistant	cc		cc		Common Category
14.	Typist	cc		cc		Common Category
15.	Electrician	8/3	17890-53950 (PI)/ 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
16.	Lorry & Tractor Driver	cc		cc		Common Category
17.	Store Keeper-cum-Clerk	cc		cc		Common Category
18.	Driver (LV)	cc		cc		Common Category
19.	Agriculture Maistry	1	13000-40270	1	20000-61960	
20.	Mazdoor	1	13000-40270	1	20000-61960	
21.	Office Subordinate	cc		cc		Common Category
22.	Attender-cum-Chowkidar	cc		cc		Common Category
23.	Chowkidar	cc		cc		Common Category
24.	Mali	cc		cc		Common Category
25.	Sweeper	cc		cc		Common Category
26.	Scavenger	cc		cc		Common Category
27.	Nightwatchman	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
28.	Electric Motor Attender	1	13000-40270	1	20000-61960	
29.	Masalchi	1	13000-40270	1	20000-61960	
30.	Tractor Cleaner	1	13000-40270	1	20000-61960	

29. (d). PANCHAYATI RAJ ENGINEERING DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Engineer-in-Chief	32	87130-110850	32	133900-179000	
2.	Chief Engineer	31	80930-110850	31	124380-179000	
3.	Superintending Engineer	29	66330-108330	29	101970-174790	
4.	Executive Engineer	25	49870-100770	25	76730-162780	
5.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
6.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
7.	Non Technical Personal Assistant to Engineer-in-Chief	21	37100-91450	21	57100-147760	
8.	Senior Architectural Assistant	21	37100-91450	21	57100-147760	
9.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
10.	Assistant Engineer	19	31460-84970	19	48440-137220	
11.	Technical Officer (Draughtsman Grade-I)	19	31460-84970	19	48440-137220	
12.	Architectural Draughtsman/ Asst. Architectural Draughtsman	19	31460-84970	19	48440-137220	
13.	Assistant Architectural Assistant	19	31460-84970	19	48440-137220	
14.	Divisional Accounts Officer (Works)					Drafted from W&A Dept
15.	Superintendent	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Assistant Technical Officer (Draughtsman Grade-II)	14	24440-71510	14	37640-115500	
17.	Upper Division Steno	cc		cc		Common Category
18.	Senior Assistant	cc		cc		Common Category
19.	Junior Technical Officer (Draughtsman, Grade-III)	12	22460-66330	12	34580-107210	
20.	Technical Assistant (Tracer)	8	17890-53950	9	28280-89720	
21.	Junior Assistant	cc		cc		Common Category
22.	Steno/Typist	cc		cc		Common Category
23.	Driver (L.V.)	cc		cc		Common Category
24.	Record Assistant	cc		cc		Common Category
25.	Roneo Operator	cc		cc		Common Category
26.	Jamedar	cc		cc		Common Category
27.	Printing Technician (Blue Print Operator)	4	14600-44870	4	22460-72810	
28.	Office Subordinate	cc		cc		Common Category
29.	Lascar	1	13000-40270	1	20000-61960	
30.	Watchman/Sweeper	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>Allwyn Staff Supernunary Posts</u>						
1.	Supervisor (Foreman)	11	21230-63010	11	32670-101970	
2.	Supervisor (Technical)	11	21230-63010	11	32670-101970	
3.	Worker (Consolidated)	1	13000-40270	1	20000-61960	

29. (e). RURAL WATER SUPPLY AND SANITATION

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Engineer-in-Chief	32	87130-110850	32	133900-179000	
2.	Chief Engineer	31	80930-110850	31	124380-179000	
3.	Executive Director (Geology)	31	80930-110850	31	124380-179000	
4.	Superintending Engineer	29	66330-108330	29	101970-174790	
5.	Joint Director	26	52590-103290	26	80910-166680	
6.	Executive Engineer	25	49870-100770	25	76730-162780	
7.	Senior Geologist	23	42490-96110	23	65360-154980	
8.	Dy. Executive Engineer	23	42490-96110	23	65360-154980	
9.	Chemist	22	40270-93780	22	61960-151370	
10.	Assistant Executive Engineer / Assistant Engineer	21 / 19	37100-91450 / 31460-84970	21 / 19	57100-147760 / 48440-137220	
11.	Non - Technical Personal Assistant	21	37100-91450	21	57100-147760	
12.	Junior Geologist	20	35120-87130	20	54060-140540	
13.	Assistant Chemist	20	35120-87130	20	54060-140540	
14.	Technical Officer (DM Grade - I)	19	31460-84970	19	48440-137220	
15.	Divisional Accounts Officer (Works)					Drafted from W&A Dept
16.	Superintendent	cc		cc		Common Category
17.	Dy. Statistical Officer (Formerly Senior Investigator)	17	28940-78910	18	45830-130580	On par with same category in E&S Dept
18.	Junior Water Analyst	17	28940-78910	18	45830-130580	On par with Junior Analyst in Drugs Control Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Assistant Technical Officer (DM Gr.II)	14	24440-71510	14	37640-115500	
20.	Store Keeper	12	22460-66330	14	37640-115500	Common Category (In the pay scale of Senior Assistant)
21.	Upper Division Steno	cc		cc		Common Category
22.	Senior Assistant	cc		cc		Common Category
23.	Foreman	12	22460-66330	12	34580-107210	
24.	Junior Technical Officer (Draughts Man, Grade III)	12	22460-66330	12	34580-107210	
25.	Junior Assistant	cc		cc		Common Category
26.	Steno / Typist	cc		cc		Common Category
27.	Upholster	9 / 8 / 4	18400-55410 / 17890-53950 (PQ) / 14600-44870 (FE)	9 / 8 / 4	28280-89720 / 27500-87480 (PQ) / 22460-72810 (FE)	
28.	Carpenter	9 / 5 / 4	18400-55410 / 15030-46060 (PQ) / 14600-44870 (FE)	9 / 5 / 4	28280-89720 / 23120-74770 (PQ) / 22460-72810 (FE)	
29.	Electrician	9 / 8 / 4	18400-55410 / 17890-53950 (PQ) / 14600-44870 (FE)	9 / 8 / 4	28280-89720 / 27500-87480(PQ) / 22460-72810 (FE)	
30.	Mechanic	9 / 8 / 4	18400-55410 / 17890-53950 (PQ) / 14600-44870 (FE)	9 / 8 / 4	28280-89720 / 27500-87480 (PQ) / 22460-72810 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Blacksmith	9 / 5 / 4	18400-55410 / 15030-46060 (PQ) / 14600-44870 (FE)	9 / 5 / 4	28280-89720 / 23120-74770 (PQ) / 22460-72810 (FE)	
32.	Welder	9 / 8 / 4	18400-55410 / 17890-53950 (PQ) / 14600-44870 (FE)	9 / 8 / 4	28280-89720 / 27500-87480(PQ) / 22460-72810 (FE)	
33.	Machinist	9 / 4	18400-55410 / 14600-44870 (FE)	9 / 4	28280-89720(PI) / 22460-72810 (FE)	
34.	Sample Collector	8	17890-53950	8	27500-87480	
35.	Senior Driver / Driver (L.V.)	cc		cc		Common Category
36.	Technical Assistant (Tracer)	8	17890-53950	8	27500-87480	
37.	Assistant Foreman	7	16400-49870	7	25220-80910	
38.	Record Assistant	cc		cc		Common Category
39.	Roneo Operator	cc		cc		Common Category
40.	Time Keeper	4	14600-44870	4	22460-72810	
41.	Jamedar	cc		cc		Common Category
42.	Printing Technician (BPO)	4	14600-44870	4	22460-72810	
43.	Office Subordinate	cc		cc		Common Category
44.	Watchman / Sweeper	1	13000-40270	1	20000-61960	
45.	Helper	1	13000-40270	1	20000-61960	

29. (f). PANCHAYATI RAJ INSTITUTIONS INCLUDING GRAM PANCHAYATIS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Zilla Praja Parishand						
1.	Chief Executive Officer	26	52590-103290	26	80910-166680	
2.	Deputy Chief Executive Officer	23	42490-96110	23	65360-154980	
3.	Accounts Officer	22	40270-93780	22	61960-151370	
4.	Administrative Officer (Superintendent cadre)	17	28940-78910	18	45830-130580	On par with Superintendent
5.	Senior Assistant	cc		cc		Common Category
6.	Upper Division Steno	cc		cc		Common Category
7.	Junior Assistant	cc		cc		Common Category
8.	Lower Division Steno	cc		cc		Common Category
9.	Typist	cc		cc		Common Category
10.	Driver	cc		cc		Common Category
11.	Record Assistant	cc		cc		Common Category
12.	Lab Assistant/ Library Assistant	4	14600-44870	6	23780-76730	On par with Record Assistant
13.	Office Subordinate	cc		cc		Common Category
14.	Other / Class - IV	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Mandal Praja Parishad						
1.	Mandal Engineering Officer					Drafted from P.R. Engineering wing
2.	Mandal Parishad Development Officer	20	35120-87130	20	54060-140540	
3.	Mandal Educational Officer / Extension Officer (Education)	20	35120-87130	20	54060-140540	
4.	Extension Officer (PR & RD)	18	29760-80930	18	45830-130580	
5.	Administrative Officer (Superintendent cadre)	17	28940-78910	18	45830-130580	On par with Superintendent
6.	Senior Assistant	CC		CC		Common Category
7.	Junior Assistant	CC		CC		Common Category
8.	Typist	CC		CC		Common Category
9.	Driver	CC		CC		Common Category
10.	Office Subordinate (formerly Attender)	CC		CC		Common Category
PANCHAYAT SECRETARIES						
1.	Panchayat Secretaries Grade-I	17	28940-78910	17	44570-127480	
2.	Panchayat Secretaries Grade-II	11	21230-63010	13	35570-109910	
3.	Panchayat Secretaries Grade-III	9	18400-55410	11	32670-101970	
4.	Panchayat Secretaries Grade-IV	7	16400-49870	9	28280-89720	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Gram Panchayats						
1.	Senior Assistant	CC		CC		Common Category
2.	Sanitary Inspector Gr.I	12	22460-66330	12	34580-107210	
3.	Maternity Assistant	10	19500-58330	10	29980-94500	
4.	Electrician Grade.II	8 / 3	17890-53950 (P) / 13780-42490 (FE)	8 / 3	27500-87480 (P)/ 21200-65360 (FE)	
5.	Fitter	8 / 2	17890-53950 (P) / 13390-41380 (FE)	8 / 2	27500-87480 (P)/ 20600-63660 (FE)	
6.	Sanitary Inspector Gr.II	8	17890-53950	8	27500-87480	
7.	Junior Assistant-cum-Bill Collector	cc		cc		Common Category
8.	Junior Assistant	cc		cc		Common Category
9.	Work Inspector	7	16400-49870	7	25220-80910	
10.	Bill Collector	5	15030-46060	5	23120-74770	
11.	Driver	cc		cc		Common Category
12.	Record Assistant / Clerical Attender	cc		cc		Common Category
13.	Library Attender	3	13780-42490	3	21200-65360	
14.	Electrician / Lineman/ Helper	2	13390-41380	2	20600-63660	
15.	Sanitary Maistry	4/1	14600-44870 (Q)/ 13000-40270 (UQ)	4/1	22460-72810 (Q)/ 20000-61960 (UQ)	
16.	Office Subordinate (formerly Attender)	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Pump Operator	1	13000-40270	1	20000-61960	
18.	Drainage Cleaner	1	13000-40270	1	20000-61960	
19.	Tank Watcher	1	13000-40270	1	20000-61960	
20.	PH / PHC / Lab (PHS)	1	13000-40270	1	20000-61960	
21.	Well Watcher / River Watcher	1	13000-40270	1	20000-61960	
22.	Peon / CPK	1	13000-40270	1	20000-61960	
23.	Compost Mazdoor	1	13000-40270	1	20000-61960	
24.	Scavenger	cc		cc		Common Category
25.	Cart Man	1	13000-40270	1	20000-61960	
26.	Turn Cock	1	13000-40270	1	20000-61960	
27.	Park Watchman / Gardener	1	13000-40270	1	20000-61960	
28.	Night Watchman / Attender - cum - Night Watchman		1	13000-40270	1	20000-61960
29.	Sweeper / Labourer	1	13000-40270	1	20000-61960	
30.	Others / Javan / LGS	1	13000-40270	1	20000-61960	

30. PLANNING DEPARTMENT

30. (a). DIRECTORATE OF ECONOMICS AND STATISTICS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	31	80930-110850	31	124380-179000	
2.	Joint Director	26	52590-103290	26	80910-166680	
3.	Deputy Director	24	46060-98440	24	70850-158880	
4.	Assistant Director	21	37100-91450	21	57100-147760	
5.	Statistical Officer	19	31460-84970	19	48440-137220	
6.	Senior Draughtsman	19	31460-84970	19	48440-137220	
7.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	
8.	Librarian-cum-Documentationist					Deputation from Public Libraries
9.	Superintendent	cc		cc		Common Category
10.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	
11.	Senior Assistant	cc		cc		Common Category
12.	Upper Division Steno	cc		cc		Common Category
13.	Senior Accountant	cc		cc		Common Category
14.	Tracer	8	17890-53950	9	28280-89720	On par with Tracer, R&B Department
15.	Junior Assistant	cc		cc		Common Category
16.	Lower Division Steno	cc		cc		Common Category
17.	Typist	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Telephone Operator	cc		cc		Common Category
19.	Driver (L.V.)	cc		cc		Common Category
20.	Record Assistant	cc		cc		Common Category
21.	Jamedar	cc		cc		Common Category
22.	Office Subordinate	cc		cc		Common Category
23.	Farrash	cc		cc		Common Category
24.	Scavenger	cc		cc		Common Category

31. REVENUE DEPARTMENT
31. (a). LAND ADMINISTRATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Chief Commissioner of Land Administration					Cadre post
2.	Secretary to CCLA					Cadre post
3.	Special Commissioner					Cadre post
4.	Special Commissioner, KRRC					Cadre post
5.	Commissioner, Appeals					Cadre post
6.	Commissioner, Legal Affairs (Dist. Judge rank)					Cadre post
7.	Project Director, CMRO					Cadre post
8.	Joint Secretary to CCLA					Cadre post
9.	Joint Collector -II (Non-Cadre) (Former Additional Joint Collector)	26	52590-103290	26	80910-166680	
10.	Special Grade Deputy Collector	26	52590-103290	26	80910-166680	
11.	Dy. Collector/ R.D.O.	22	40270-93780	22	61960-151370	
12.	Additional Assistant Commissioner (R.D.O. Cadre)	22	40270-93780	22	61960-151370	
13.	Tahsildar	20	35120-87130	20	54060-140540	
14.	Superintendent (Gr.I) (Gazetted) completed 2 years of MRO training	20	35120-87130	20	54060-140540	
15.	Private Secretary	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Deputy Tahsildar	17	28940-78910	18	45830-130580	
17.	Superintendent (Ordinary)	cc		cc		Common Category
18.	Senior Assistant	cc		cc		Common Category
19.	Senior Steno	cc		cc		Common Category
20.	Revenue Inspector	12	22460-66330	14	37640-115500	
21.	Junior Assistant	cc		cc		Common Category
22.	Typist	cc		cc		Common Category
23.	Junior Steno	cc		cc		Common Category
24.	Telephone Operator	cc		cc		Common Category
25.	Village Revenue Officer	7	16400-49870	8	27500-87480	
26.	Driver	cc		cc		Common Category
27.	Shroff	cc		cc		Common Category
28.	Record Asst./Roneo Operator	cc		cc		Common Category
29.	Jamedar	cc		cc		Common Category
30.	Dafedar	cc		cc		Common Category
31.	Scavenger	cc		cc		Common Category
32.	Watchmen	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Sweepers	cc		cc		Common Category
34.	Office Subordinate	cc		cc		Common Category

31. (b). SURVEY SETTLEMENTS & LAND RECORDS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Joint Director (Admn.)	26	52590-103290	26	80910-166680	
2.	Joint Director (Survey)	26	52590-103290	26	80910-166680	
3.	Deputy Director	24	46060-98440	24	70850-158880	
4.	Assistant Director	21	37100-91450	21	57100-147760	
5.	Superintendent Grade-I	20	35120-87130	20	54060-140540	
6.	Inspector of Survey & Land Records	19	31460-84970	19	48440-137220	
7.	Heads Draughtsman	19	31460-84970	19	48440-137220	
8.	Superintendent	cc		cc		Common Category
9.	Deputy Inspector of Survey	17	28940-78910	17	44570-127480	
10.	Senior Computer Draughtsman	17	28940-78910	17	44570-127480	
11.	Senior Computer	17	28940-78910	17	44570-127480	
12.	Surveyor	14	24440-71510	14	37640-115500	
13.	Computer Draughtsman Grade-I	14	24440-71510	14	37640-115500	
14.	Senior Assistant	cc		cc		Common Category
15.	Deputy Surveyor	12	22460-66330	12	34580-107210	
16.	Computer Draughtsman Grade-II	12	22460-66330	12	34580-107210	
17.	Junior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Typist	cc		cc		Common Category
19.	Lower Division Steno	cc		cc		Common Category
20.	Jeep Driver	cc		cc		Common Category
21.	Record Assistant	cc		cc		Common Category
22.	Jamedar	cc		cc		Common Category
23.	Chainman	3	13780-42490	cc		Common Category
24.	Office Subordinate (formerly Attender)	cc		cc		Common Category
25.	Sweeper/ Farrash	cc		cc		Common Category

31. (c). COMMERCIAL TAXES DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Chief Commissioner of State Tax (formerly Commissioner of Commercial Taxes)					Cadre Post
2.	Special Commissioner					Cadre Post
3.	Secretary to Chief Commissioner					Cadre Post
4.	Judicial Member					Not within purview
5.	Accounts Member					Cadre Post
6.	Additional Commissioner of State Tax (formerly Joint Commissioner)					Cadre Post
7.	Joint Commissioner of State Tax (formerly Deputy Commissioner)					Cadre Post
8.	Commissioner of State Tax (formerly Additional Commissioner)	30	73270-108330	30	112610-174790	
9.	Additional Commissioner of State Tax (formerly Joint Commissioner)	28	61450-105810	28	94500-170580	
10.	Joint Commissioner of State Tax (formerly Deputy Commissioner)	27	56870-105810	27	87480-170580	
11.	Deputy Commissioner of State Tax (formerly Assistant Commissioner)	26	52590-103290	26	80910-166680	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
12.	Assistant Commissioner of State Tax (formerly Commercial Tax Officer)	22	40270-93780	22	61960-151370	
13.	Economist					Drafted from E&S Dept
14.	Deputy Assistant Commissioner of State Tax (formerly Deputy Commercial Tax Officer)	20	35120-87130	20	54060-140540	
15.	Superintendent (Gr-I) (Gazetted)	19	31460-84970	20	54060-140540	
16.	P.S. to Chief Commissioner (CT)	19	31460-84970	20	54060-140540	
17.	Goods and Services Tax Officer (formerly Assistant Commercial Tax Officer)	17	28940-78910	18	45830-130580	
18.	Superintendent	cc		cc		Common Category
19.	Special Category Steno	cc		cc		Common Category
20.	Assistant Executive Officer (formerly Senior Assistant/ Senior Commercial Tax Inspector)	cc		cc		Common Category (on par with Senior Asst)
21.	Senior Steno	cc		cc		Common Category
22.	Executive Tax Assistant (formerly Junior Assistant/ Junior Commercial Tax Inspector)	cc		cc		Common Category (on par with Junior Asst)

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
23.	Junior Steno	cc		cc		Common Category
24.	Typist	cc		cc		Common Category
25.	Telephone Operator	cc		cc		Common Category
26.	Driver	cc		cc		Common Category
27.	Record Assistant	cc		cc		Common Category
28.	Roneo Operator	cc		cc		Common Category
29.	Office Subordinate	cc		cc		Common Category
30.	Watchman	cc		cc		Common Category
31.	Scavenger	cc		cc		Common Category
32.	Godown Watchman	1	13000-40270	1	20000-61960	
33.	Hamali	cc		cc		Common Category
34.	Crane Operator	1	13000-40270	1	20000-61960	
35.	Helper to Crane Operator	1	13000-40270	1	20000-61960	

31. (d). ANDHRA PRADESH GST APPELLATE TRIBUNAL, VISAKHAPATNAM

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Chairman (District & Sessions Judge, Gr.-I)					Not in Commission's Purview
2.	Accountant Member (IRS)					(on deputation from Income Tax Dept. or posted from Commercial Taxes Dept.)
3.	Departmental Member	30 / 28	73270-108330 (if filled by Commissioner)/ 61450-105810 (if filled by Addl. Commissioner)	30 / 28	112610-174790 (if filled by Commissioner)/ 94500-170580. (if filled by Addl. Commissioner)	
4.	Secretary (Deputy Assistant Commissioner, State Tax)	22	40270-93780	22	61960-151370	
5.	Superintendent	cc		cc		Common Category
6.	S.C. Steno	cc		cc		Common Category
7.	Senior Assistant	cc		cc		Common Category
8.	Senior Steno	cc		cc		Common Category
9.	Junior Assistant	cc		cc		Common Category
10.	Typist	cc		cc		Common Category
11.	Driver	cc		cc		Common Category
12.	Record Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Office Subordinate (formerly Attender)	cc		cc		Common Category
14.	Watchman	cc		cc		Common Category
15.	Sweeper	cc		cc		Common Category

31. (e). PROHIBITION AND EXCISE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner of Prohibition and Excise					Cadre Post
2.	Director of Distilleries & Breweries					Cadre Post
3.	Secretary to Commissioner of Prohibition & Excise					Cadre Post
4.	Director of Prohibition & Excise					Cadre Post
5.	Additional Commissioner of Prohibition & Excise	30	73270-108330	30	112610-174790	
6.	Joint Commissioner of Prohibition and Excise/ Enforcement	28	61450-105810	28	94500-170580	
7.	Director, A.P. Prohibition & Excise Academy	28	61450-105810	28	94500-170580	
8.	Deputy Commissioner of Prohibition & Excise/ Enforcement/ Computers	27	56870-105810	27	87480-170580	
9.	Joint Director, Excise Academy	27	56870-105810	27	87480-170580	
10.	Addl. Superintendent of Police (STF) (from Police Department)					Drafted from Police Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
11.	Additional Superintendent of Police (from Police Department)					Drafted from Police Dept
12.	Asst. Commissioner of Prohibition and Excise	26	52590-103290	26	80910-166680	
13.	Joint Director (Technical) [Formerly known as Senior Chemical Technologist)	26	52590-103290	26	80910-166680	
14.	Prohibition & Excise Superintendent/ Distillery Officer/Excise Superintendent (STF)/ Deputy Director (Academy)/ Assistant Secretary (DDB)	24	46060-98440	24	70850-158880	
15.	Legal Adviser-cum-Public Prosecutor					Drafted from Judicial Dept.
16.	Distiller	23	42490-96110	23	65360-154980	
17.	Assistant Secretary (Deputy Collector)	22	40270-93780	22	61960-151370	
18.	Accounts Officer					Drafted from T&A Dept
19.	Deputy Superintendent of Police					Drafted from Police Dept
20.	Assistant Public Prosecutor Gr.II					Drafted from Judicial Dept.
21.	Chief Law Instructor					Drafted from Police Dept
22.	Inspector of Police					Drafted from Police Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
23.	Chief Drill Instructor					Drafted from Police Dept
24.	Assistant Excise Superintendent	20	35120-87130	21	57100-147760	
25.	Assistant Accounts Officer					Drafted from T&A Dept
26.	Chemical Examiner	20	35120-87130	21	57100-147760	
27.	Staff Officer	19	31460-84970	20	54060-140540	
28.	Prohibition & Excise Inspector	18	29760-80930	19	48440-137220	
29.	Office Superintendent	cc		cc		Common Category
30.	Special Category Steno	cc		cc		Common Category
31.	Reserve Sub-Inspector					Drafted from Police Dept
32.	Armed Sub-Inspector					Drafted from Police Dept
33.	Sub-Inspector of Police					Drafted from Police Dept
34.	Assistant Chemical Examiner (formerly known as Lab. Assistant)	16	26600-77030	17	44570-127480	
35.	Co.op. Senior Inspector					Drafted from Co-operative Dept
36.	Prohibition & Excise Sub-Inspector	16	26600-77030	17	44570-127480	
37.	Drill Instructor					Drafted from Police Dept
38.	Librarian	13	23100-67990	14	37640-115500	On par with Asst Librarian Gr-II of Public Libraries

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
39.	Senior Assistant	cc		cc		Common Category
40.	Upper Division Accountant	cc		cc		Common Category
41.	Store Keeper Gr-II	cc		cc		Common Category
42.	Upper Division Steno	cc		cc		Common Category
43.	Auditor	cc		cc		Common Category
44.	Accountant	cc		cc		Common Category
45.	Assistant Drill Instructor					Drafted from Police Dept
46.	Police Head Constable					Drafted from Police Dept
47.	Excise Head Constable	11	21230-63010	11	32670-101970	
48.	Urdu Typist	cc		cc		Common Category
49.	Junior Assistant	cc		cc		Common Category
50.	Typist	cc		cc		Common Category
51.	Typist-cum-Clerk / Clerk-cum-Typist	cc		cc		Common Category
52.	Lower Division Steno	cc		cc		Common Category
53.	Telephone Operator	cc		cc		Common Category
54.	Steward-cum-Caretaker	8	17890-53950	8	27500-87480	
55.	Police Constable					Drafted from Police Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
56.	Driver	cc		cc		Common Category
57.	Excise Constable	6	15460-47330	7	25220-80910	
58.	Record Assistant	cc		cc		Common Category
59.	Roneo Operator	cc		cc		Common Category
60.	Jamedar	cc		cc		Common Category
61.	Cook	2	13390-41380	2	20600-63660	
62.	Dafedar	cc		cc		Common Category
63.	Office Subordinate	cc		cc		Common Category
64.	Cleaner	cc		cc		Common Category
65.	Helper	1	13000-40270	1	20000-61960	
66.	Watchman	cc		cc		Common Category
67.	Chowkidar	cc		cc		Common Category
68.	Sweeper	cc		cc		Common Category
69.	Water Women	1	13000-40270	1	20000-61960	
70.	Washerman	1	13000-40270	1	20000-61960	
71.	Kamati	cc		cc		Common Category
72.	Scavenger	cc		cc		Common Category

31. (f). REGISTRATION AND STAMPS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Inspector General of Registration & Stamps					Cadre Post
2.	Additional Inspector General	30	73270-108330	30	112610-174790	
3.	Joint I.G of Registration & Stamps	27	56870-105810	27	87480-170580	
4.	Deputy IG of Registration & Stamps	24	46060-98440	24	70850-158880	
5.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
6.	Deputy Collector (Flying Squad)	22	40270-93780	22	61960-151370	
7.	Assistant I.G of Registration & Stamps/ Dist. Registrar/ Vigilance Officer	21	37100-91450	21	57100-147760	
8.	Sub-Registrar Grade-1	19	31460-84970	19	48440-137220	
9.	Sub-Registrar Gr.II	17	28940-78910	18	45830-130580	
10.	Special Category Steno	cc		cc		Common Category
11.	Senior Assistant	cc		cc		Common Category
12.	Senior Steno	cc		cc		Common Category
13.	Junior Assistant	cc		cc		Common Category
14.	Typist	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Driver	cc		cc		Common Category
16.	Shroff	cc		cc		Common Category
17.	Section Writer	5	15030-46060	5	23120-74770	
18.	Record Assistant	cc		cc		Common Category
19.	Roneo Operator	cc		cc		Common Category
20.	Office Subordinate	cc		cc		Common Category

31. (g). ENDOWMENTS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Chief Engineer	31	80930-110850	31	124380-179000	
3.	Superintending Engineer	29	66330-108330	29	101970-174790	
4.	Additional Commissioner	28	61450-105810	28	94500-170580	
5.	Regional Joint Commissioner	26	52590-103290	26	80910-166680	
6.	Stapathi (Executive Engineer. Cadre)	25	49870-100770	25	76730-162780	
7.	Executive Engineer	25	49870-100770	25	76730-162780	
8.	Deputy Commissioner	23	42490-96110	23	65360-154980	
9.	Agama Sastra Pandit	23	42490-96110	23	65360-154980	
10.	Deputy Stapathi (Dy. E.E Cadre)	23	42490-96110	23	65360-154980	
11.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
12.	Special Deputy Collector	22	40270-93780	22	61960-151370	
13.	Special Tahsildar/ Tahsildar	20	35120-87130	20	54060-140540	
14.	Assistant Commissioner/ Jewellery Verification Officer	19	31460-84970	20	54060-140540	
15.	Gazetted Superintendent/ Gazetted Spl. Category Steno (in the rank of Asst. Commissioner)			20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Assistant Engineer	19	31460-84970	19	48440-137220	On par with same category in Engineering Depts
17.	Draughtsman Gr.I	19	31460-84970	19	48440-137220	
18.	Assistant Stapathi	19	31460-84970	19	48440-137220	
19.	Deputy Tahsildar					Drafted from Revenue Department
20.	Superintendent	cc		cc		Common Category
21.	Special Category Steno	cc		cc		Common Category
22.	Executive Officer Gr.I	17	28940-78910	18	45830-130580	
23.	Surveyor	14	24440-71510	14	37640-115500	
24.	Upper Division Steno	cc		cc		Common Category
25.	Executive Officer Gr.II	12	22460-66330	14	37640-115500	On par with Senior Assistants (being feeder category)
26.	Senior Assistant/ U.D Inspector	11	21230-63010	14	37640-115500	
27.	Revenue Inspector	12	22460-66330	14	37640-115500	
28.	Shilpi Draughtsman	12	22460-66330	12	34580-107210	
29.	Draughtsman Gr. III	12	22460-66330	12	34580-107210	
30.	Junior Technical Officer	12	22460-66330	12	34580-107210	
31.	Electrician-cum-pump Driver	11 / 4	21230-63010 (P)/ 14600-44870 (FE)	11 / 4	32670-101970 (P)/ 22460-72810 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
32.	Executive Officer Grade III	7	16400-49870	9	28280-89720	On par with Junior Assistants (being feeder category)
33.	Junior Assistant	cc		cc		Common Category
34.	Lower Division Steno	cc		cc		Common Category
35.	Telephone Operator	cc		cc		Common Category
36.	Typist	cc		cc		Common Category
37.	Technical Assistant	7	16400-49870	9	28280-89720	On par with same category in Engineering Depts
38.	Tracer-cum-Blue Print Operator	8 / 4	17890-53950 (for those qualified as Tracer)/ 14600-44870 (for those qualified as Blue Print Operator)	9/4	28280-89720 (for those qualified as Tracer)/ 22460-72810 (for those qualified as Blue Print Operator)	
39.	Plumber-cum-Fitter	8 / 4	17890-53950 (P) / 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
40.	Shilpi Tracer	8	17890-53950	8	27500-87480	
41.	Goldsmith	7	16400-49870	7	25220-80910	
42.	Driver (LV)	cc		cc		Common Category
43.	Shroff	cc		cc		Common Category
44.	Record Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
45.	Roneo Operator	cc		cc		Common Category
46.	Jamedar	cc		cc		Common Category
47.	Office Subordinate	cc		cc		Common Category
48.	Mali	cc		cc		Common Category
49.	Scavenger	cc		cc		Common Category
50.	Sweeper	cc		cc		Common Category
51.	Water Women	1	13000-40270	1	20000-61960	
52.	Farrash	cc		cc		Common Category
53.	Night Watchman	1	13000-40270	1	20000-61960	
54.	Masalchi	1	13000-40270	1	20000-61960	

31. (h). SPECIAL COURT FOR LAND GRABBING PROHIBITION ACT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar					Not in Commission's Purview
2.	Assistant Registrar	24	46060-98440	24	70850-158880	
3.	P.S. to Chairman	21	37100-91450	21	57100-147760	
4.	P.A. to Chairman and Court Master	21	37100-91450	21	57100-147760	
5.	Section Officer	21	37100-91450	21	57100-147760	
6.	Court Officer	21	37100-91450	21	57100-147760	
7.	Assistant Accounts Officer					Drafted from T&A Dept
8.	Special Category Steno	cc		cc		Common Category
9.	Assistant Section Officer	16	26600-77030	16	40970-124380	
10.	Scrutiny Officer	16	26600-77030	16	40970-124380	
11.	Upper Division Steno	cc		cc		Common Category
12.	Urdu Translator	11	21230-63010	11	32670-101970	
13.	Librarian	10	19500-58330	10	29980-94500	
14.	Assistant	cc		cc		Common Category
15.	Steno Typist	cc		cc		Common Category
16.	Typists	cc		cc		Common Category
17.	Senior Driver	cc		cc		Common Category
18.	Care - Taker	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Driver L.V.	cc		cc		Common Category
20.	Bailiffs	6	15460-47330	6	23780-76730	
21.	Record Keeper	cc		cc		Common Category
22.	Motor Cycle Messenger	cc		cc		Common Category
23.	Roneo cum Xerox Operator	4	14600-44870	cc		Common Category
24.	Jamedar	cc		cc		Common Category
25.	Office Subordinate	cc		cc		Common Category
26.	Residentail Subordinate	1	13000-40270	1	20000-61960	
27.	Sweeper cum scavenger	cc		cc		Common Category
28.	Watchman	cc		cc		Common Category
29.	Process Servers	1	13000-40270	1	20000-61960	

32. SCHOOL EDUCATION DEPARTMENT
32. (a). SCHOOL EDUCATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	31	80930-110850	31	124380-179000	If held by Departmental Officer
2.	Additional Director	28	61450-105810	29	101970-174790	
3.	Director (SCERT)	26	52590-103290	26	80910-166680	
4.	Joint Director	26	52590-103290	26	80910-166680	
5.	Regional Joint Director	26	52590-103290	26	80910-166680	
6.	Principal, IASE (formerly known as Principal of Govt. Comprehensive College of Education)	26	52590-103290	26	80910-166680	
7.	Principal, College of Teacher Education (formerly known as Principal, Govt. College of Education)	24	46060-98440	24	70850-158880	
8.	Principal, Govt. College of Physical Education and Aided College of Physical Education	24	46060-98440	24	70850-158880	
9.	Professor IASE/ Professor (SCERT)	24	46060-98440	24	70850-158880	
10.	Reader, Govt. College of Physical Education	24	46060-98440	24	70850-158880	
11.	District Educational Officer	24	46060-98440	24	70850-158880	
12.	Deputy Director (Plg./ Trg./ MC)	24	46060-98440	24	70850-158880	
13.	Deputy Director (Oriental Studies)	24	46060-98440	24	70850-158880	
14.	Special Officer (Text Books)	24	46060-98440	24	70850-158880	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
16.	Principal, District Institute of Education and Training	24	46060-98440	24	70850-158880	
17.	Senior Lecturer (DIET)	22	40270-93780	22	61960-151370	
18.	Assistant Director (Office of the C&DSE/NFE)	22	40270-93780	22	61960-151370	
19.	Special Officer (Hindi) formerly Hindi Educational Officer	22	40270-93780	22	61960-151370	
20.	Special Officer (Oriental Studies)	22	40270-93780	22	61960-151370	
21.	Special Officer (English)	22	40270-93780	22	61960-151370	
22.	Assistant Pension Officer (formerly Asst. Special Officer (Pension))	22	40270-93780	22	61960-151370	
23.	Assistant Director (Regional Joint Director Office)	22	40270-93780	22	61960-151370	
24.	Assistant Directors	22	40270-93780	22	61960-151370	
25.	Special Officer (Urdu)	22	40270-93780	22	61960-151370	
26.	Inspector of Physical Education	22	40270-93780	22	61960-151370	
27.	Deputy Educational Officer	22	40270-93780	22	61960-151370	
28.	Asst. Commr. for Govt. Exams	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29.	District Coordinator (Open Schools)	22	40270-93780	22	61960-151370	
30.	Accounts Officer	22	40270-93780	22	61960-151370	
31.	Gazetted Head Master/ Head Mistress, Grade-I	22	40270-93780	22	61960-151370	
32.	Co-Ordinator (PESC)	22	40270-93780	22	61960-151370	
33.	Co-Ordinator (ESD)	22	40270-93780	22	61960-151370	
34.	Lecturer in IASE/SCERT/CTE	21	37100-91450	22	61960-151370	
35.	Lecturer in Physical Education (GCPE/ IASE/CTE) (formerly Physical Director Gr.I)	21	37100-91450	22	61960-151370	
36.	Statistical Officer	20	35120-87130	22	61960-151370	
37.	Lecturer (DIET)	20	35120-87130	21	57100-147760	
38.	Lecturer in Physical Education(DIET)	20	35120-87130	21	57100-147760	
39.	Regional Inspector of Physical Education	19	31460-84970	21	57100-147760	
40.	Lecturer in Computer Science (SCERT) (formerly Programme Officer)	20	35120-87130	20	54060-140540	
41.	Lecturer in Statistics, SCERT (formerly Statistical Assistant) (Testing-cum-Statistics)	20	35120-87130	20	54060-140540	
42.	Administrative Officer (SCERT)	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
43.	Gazetted Head Master/ Head Mistress, Grade-II in Govt. & Z.P. High Schools (formerly Head Master of Secondary School)	20	35120-87130	20	54060-140540	
44.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
45.	Mandal Educational Officer	20	35120-87130	20	54060-140540	
46.	Lecturer in Fine Arts/ Performing Arts, DIET	19	31460-84970	20	54060-140540	Ref G.O.Ms. No.73 dt. 20-09-2017
47.	Lecturer in Library Science, IASE/CTE (formerly Librarian)	19	31460-84970	20	54060-140540	
48.	Deputy Inspector of Schools	20	35120-87130	20	54060-140540	
49.	Staff Tutor (English Language Teaching Centre)	19	31460-84970	19	48440-137220	
50.	Lecturer in Games & Sports, GCPE (formerly Full Time Coach (College of Education))	19	31460-84970	19	48440-137220	
51.	Architectural Draughtmen	19	31460-84970	19	48440-137220	
52.	Superintendent	cc		cc		Common Category
53.	Special Category Steno	cc		cc		Common Category
54.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
55.	Technical Assistant in the cadre of Superintendent in SCERT	17	28940-78910	18	45830-130580	
56.	Auditor	cc		cc		Common Category (in Superintendent scale)
57.	School Assistant	17	28940-78910	17	44570-127480	
58.	Physical Director (Gr.II)/ Physical Directress Gr.II	17	28940-78910	17	44570-127480	
59.	Language Pandit Grade - I	17	28940-78910	17	44570-127480	
60.	School Guidance Councillor (SCERT)	17	28940-78910	17	44570-127480	
61.	Head Masters of Primary Schools	17	28940-78910	17	44570-127480	
62.	Supervisor in Science (SCERT)	17	28940-78910	17	44570-127480	
63.	Officer Incharge (English Language Teaching Centre)	16	26600-77030	16	40970-124380	
64.	Librarian, O/o. the D.S.E.	16	26600-77030	16	40970-124380	
65.	Staff Leader	16	26600-77030	16	40970-124380	
66.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	On par with same category in E&S Dept
67.	Senior Assistant	cc		cc		Common Category
68.	Senior Accountant	cc		cc		Common Category
69.	Upper Division Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
70.	Librarian SCERT	11	21230-63010	12	34580-107210	
71.	Physical Education Teacher	11	21230-63010	12	34580-107210	
72.	Vocational Training Instructor	11	21230-63010	12	34580-107210	
73.	Art Teacher	11	21230-63010	12	34580-107210	
74.	Drawing Teacher	11	21230-63010	12	34580-107210	
75.	Music Teacher	11	21230-63010	12	34580-107210	
76.	Dance Teacher	11	21230-63010	12	34580-107210	
77.	Secondary Grade Teacher	11	21230-63010	12	34580-107210	
78.	Language Pandit Gr.II	11	21230-63010	12	34580-107210	
79.	Asst. Programme Officer SGT	11	21230-63010	12	34580-107210	
80.	Artist (SCERT)	11	21230-63010	11	32670-101970	
81.	Film Operator	9	18400-55410	9	28280-89720	
82.	Statistical Assistant, DIETs	7	16400-49870	9	28280-89720	On par with Junior Assistant
83.	Pharmacist	8	17890-53950	8	27500-87480	
84.	Film Examiner	8	17890-53950	8	27500-87480	
85.	Junior Accountant	cc		cc		Common Category
86.	Junior Assistant	cc		cc		Common Category
87.	Junior Steno	cc		cc		Common Category
88.	Typist	cc		cc		Common Category
89.	Telephone Operator	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
90.	Librarian High Schools	7	16400-49870	7	25220-80910	
91.	Driver (L.V)	cc		cc		Common Category
92.	Cashier	cc		cc		Common Category
93.	Sergeant	5	15030-46060	5	23120-74770	
94.	Roneo Operator	cc		cc		Common Category
95.	Record Assistant	cc		cc		Common Category
96.	Jamedar	cc		cc		Common Category
97.	Book Bearer	2	13390-41380	2	20600-63660	
98.	Dafedar	cc		cc		Common Category
99.	Cook	2	13390-41380	2	20600-63660	
100.	Office Subordinate (formerly Attender)	cc		cc		Common Category
101.	Sweeper	cc		cc		Common Category
102.	Scavenger	cc		cc		Common Category
103.	Chowkidar	cc		cc		Common Category
104.	Book Keeper	1	13000-40270	1	20000-61960	

32. (b). ADULT EDUCATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	27	56870-105810	27	87480-170580	
2.	Joint Director	26	52590-103290	26	80910-166680	
3.	Deputy Director	24	46060-98440	24	70850-158880	
4.	Assistant Director	21	37100-91450	21	57100-147760	
5.	Assistant Project Officer	18	29760-80930	18	45830-130580	
6.	Superintendent	cc		cc		Common Category
7.	Special Category Steno	cc		cc		Common Category
8.	Statistical Assistant	14	24440-71510	15	38720-118390	On par with same category in E&S Dept
9.	Senior Assistant	cc		cc		Common Category
10.	Senior Steno	cc		cc		Common Category
11.	Supervisor (Adult Education)	12	22460-66330	13	35570-109910	
12.	Junior Assistant	cc		cc		Common Category
13.	Typist	cc		cc		Common Category
14.	Driver (H.V)	cc		cc		Common Category
15.	Driver (L.V)	cc		cc		Common Category
16.	Office Subordinate	cc		cc		Common Category

32. (c). GOVERNMENT EXAMINATIONS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director of Government Examinations	28	61450-105810	28	94500-170580	
2.	Deputy Commissioner	24	46060-98440	24	70850-158880	
3.	Assistant Commissioner	21	37100-91450	22	61960-151370	
4.	Superintendent	Cc		cc		Common Category
5.	Senior Assistant	Cc		cc		Common Category
6.	Junior Assistant	Cc		cc		Common Category
7.	Typist	Cc		cc		Common Category
8.	Telephone Operator	Cc		cc		Common Category
9.	Driver (L.V)	Cc		cc		Common Category
10.	Record Assistant	Cc		cc		Common Category
11.	Jamedar	Cc		cc		Common Category
12.	Office Subordinate	Cc		cc		Common Category
13.	Watchman/ Chowkidar	Cc		cc		Common Category
14.	Sweeper	Cc		cc		Common Category
15.	Scavenger	Cc		cc		Common Category

32. (d). A.P. GOVERNMENT TEXT BOOK PRESS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	27	56870-105810	27	87480-170580	
2.	Deputy Director (Tech.)	24	46060-98440	24	70850-158880	
3.	Deputy Director (Admn.)	24	46060-98440	24	70850-158880	
4.	Medical Officer (from M&H Dept.)					Drafted from M&H Dept
5.	Accounts Officer	21	37100-91450	21	57100-147760	
6.	Assistant Director (Technical)	21	37100-91450	21	57100-147760	
7.	Assistant Director (Administration)	21	37100-91450	21	57100-147760	
8.	Assistant Director (Stores)	21	37100-91450	21	57100-147760	
9.	Labour Welfare Officer (from Labour Department)					Drafted from Labour Dept
10.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
11.	Superintendent	Cc		Cc		Common Category
12.	Accountant	Cc		Cc		Common Category
13.	Manager	Cc		Cc		Common Category (in Superintendent scale)
14.	Commercial Accountant	Cc		Cc		Common Category (in Superintendent scale)
15.	Senior Assistant	Cc		Cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Asst. Store Keeper	Cc		Cc		Common Category (in Senior Assistant scale)
17.	Pharmacist Grade - II					Drafted from M&H Dept
18.	Junior Assistant	Cc		Cc		Common Category
19.	Steno Typist	Cc		Cc		Common Category
20.	Typist	Cc		Cc		Common Category
21.	Telephone Operator	Cc		Cc		Common Category
22.	Bradma Machine Operator	8	17890-53950	8	27500-87480	
23.	Despatch Clerk	7	16400-49870	7	25220-80910	
24.	Cashier	6	15460-47330	6	23780-76730	
25.	Warehouseman	6	15460-47330	6	23780-76730	
26.	Driver	Cc		Cc		Common Category
27.	Shroff	Cc		Cc		Common Category
28.	Record Assistant	Cc		Cc		Common Category
29.	Roneo Operator	Cc		Cc		Common Category
30.	Head Watchman	Cc		Cc		Common Category
31.	Office Subordinate (formerly Attender)	Cc		Cc		Common Category
32.	Lascar	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Mali	Cc		Cc		Common Category
34.	Watchman	Cc		Cc		Common Category
35.	Junior Lift Attendant	1	13000-40270	1	20000-61960	
36.	Sweeper	Cc		Cc		Common Category
37.	Scavenger	Cc		Cc		Common Category
A.P. GOVERNMENT TEXT BOOK PRESS (Technical Wing)						
1.	Chief Copy Editor	19	31460-84970	19	48440-137220	
2.	Chief Foreman (Arch.)	19	31460-84970	19	48440-137220	
3.	Chief Foreman (Offset)	19	31460-84970	19	48440-137220	
4.	Chief Printer (4 Colour) (Web Offset)	17	28940-78910	17	44570-127480	
5.	Top Senior Foreman	17	28940-78910	17	44570-127480	
6.	Head Reader	17	28940-78910	17	44570-127480	
7.	General Supervisor (Offset)	17	28940-78910	17	44570-127480	
8.	Foreman	17	28940-78910	17	44570-127480	
9.	Supervisor (PMS)	17	28940-78910	17	44570-127480	
10.	Chief Camaraman	17	28940-78910	17	44570-127480	
11.	Chief Artist	17	28940-78910	17	44570-127480	
12.	Senior Printer (4 Colour) (Web Offset)	12	22460-66330	12	34580-107210	
13.	Chief Printer (DC) (Web Offset)	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Chief Time Keeper	12	22460-66330	12	34580-107210	
15.	Chief Mechanic	12	22460-66330	12	34580-107210	
16.	Chief Electrician	12	22460-66330	12	34580-107210	
17.	Printer (4 Colour)	11	21230-63010	11	32670-101970	
18.	Senior Printer (DC)	11	21230-63010	11	32670-101970	
19.	Top Senior Printer (Rotary)	11	21230-63010	11	32670-101970	
20.	Chief Machine Minder (Binding)	11	21230-63010	11	32670-101970	
21.	Process Cameraman (PMS)	11	21230-63010	11	32670-101970	
22.	Senior Reader	11	21230-63010	11	32670-101970	
23.	Head Computor	11	21230-63010	11	32670-101970	
24.	Deputy Foreman	11	21230-63010	11	32670-101970	
25.	Offset Assistant	11	21230-63010	11	32670-101970	
26.	Mono Mechanic	11	21230-63010	11	32670-101970	
27.	Section Holder	11	21230-63010	11	32670-101970	
28.	Process Operator (BMS)	10	19500-58330	10	29980-94500	
29.	Asst.Supervisor (PMS)	10	19500-58330	10	29980-94500	
30.	Artist (PMS)	10	19500-58330	10	29980-94500	
31.	Asst. Cameraman G.R.I (BMS)	10	19500-58330	10	29980-94500	
32.	Process Cameraman (BMS)	10	19500-58330	10	29980-94500	
33.	Chargeman (Elec.)	10	19500-58330	10	29980-94500	
34.	Mono Key Board Operator	10	19500-58330	10	29980-94500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
35.	Senior Time Keeper	9	18400-55410	9	28280-89720	
36.	Senior Electrician	9	18400-55410	9	28280-89720	
37.	Senior Mechanic	9	18400-55410	9	28280-89720	
38.	Progress Checker	9	18400-55410	9	28280-89720	
39.	Head Binder	9	18400-55410	9	28280-89720	
40.	Senior Machine Minder (DC) (Offset)	9	18400-55410	9	28280-89720	
41.	Pre Make Ready Machine Operator	9	18400-55410	9	28280-89720	
42.	Senior Printer (Rotary)	9	18400-55410	9	28280-89720	
43.	Assistant Artist (PMS)	9	18400-55410	9	28280-89720	
44.	Computer	9	18400-55410	9	28280-89720	
45.	Task Writer	9	18400-55410	9	28280-89720	
46.	Compositor (SG)	8	17890-53950	8	27500-87480	
47.	Junior Reader	8	17890-53950	8	27500-87480	
48.	Senior Machine Minder (LP)	8	17890-53950	8	27500-87480	
49.	Senior Binder (SG)	8	17890-53950	8	27500-87480	
50.	Stereo Process Hydro Machine Operator	8	17890-53950	8	27500-87480	
51.	Junior Machine Minder (DC)	8	17890-53950	8	27500-87480	
52.	Senior Machine Minder (SC) (Offset)	8	17890-53950	8	27500-87480	
53.	Junior Printer (DC)	8	17890-53950	8	27500-87480	
54.	Helio Printer (BMS)	8	17890-53950	8	27500-87480	
55.	Mono Caster	8	17890-53950	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
56.	Caster for Super Caster	8	17890-53950	8	27500-87480	
57.	Head Carpenter	8	17890-53950	8	27500-87480	
58.	Welder	8	17890-53950	8	27500-87480	
59.	Moulder	8	17890-53950	8	27500-87480	
60.	Artist (BMS)	8	17890-53950	8	27500-87480	
61.	Plate Printer & Etcher	8	17890-53950	8	27500-87480	
62.	Asst. Cameraman Gr.II	8	17890-53950	8	27500-87480	
63.	Assistant Mechanic	8	17890-53950	8	27500-87480	
64.	Camera Assistant (BMS)	8	17890-53950	8	27500-87480	
65.	Turner	8	17890-53950	8	27500-87480	
66.	Supercaster	8	17890-53950	8	27500-87480	
67.	Caretaker-Cum-Receptionist	7	16400-49870	7	25220-80910	
68.	Time Keeper	5	15030-46060	5	23120-74770	
69.	Compositor	5	15030-46060	5	23120-74770	
70.	Copy Holder	5	15030-46060	5	23120-74770	
71.	Plumber	4	14600-44870	4	22460-72810	
72.	Etcher	4	14600-44870	4	22460-72810	
73.	Binder	4	14600-44870	4	22460-72810	
74.	Senior Machine Minder (PMS)	4	14600-44870	4	22460-72810	
75.	Junior Machine Minder (LP)	4	14600-44870	4	22460-72810	
76.	Feeder & Delivery Attendant	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
77.	Machine Minder for Bevelling Machine	4	14600-44870	4	22460-72810	
78.	Asst. Machine Minder (DC)	4	14600-44870	4	22460-72810	
79.	Assistant Printer (D.C.)	4	14600-44870	4	22460-72810	
80.	Junior Machine Minder (SC)	4	14600-44870	4	22460-72810	
81.	Back Shaving Arm Router Machine Operator	4	14600-44870	4	22460-72810	
82.	Junior Mechanic	4	14600-44870	4	22460-72810	
83.	Wireman	4	14600-44870	4	22460-72810	
84.	Knife Grinding Machine Operator	4	14600-44870	4	22460-72810	
85.	Proof Puller (Composing)	4	14600-44870	4	22460-72810	
86.	Metal Melter / Metal Caster	4	14600-44870	4	22460-72810	
87.	Stereo Process Hydro Machine Junior Operator	4	14600-44870	4	22460-72810	
88.	Pre Make Ready Machine Junior Operator	4	14600-44870	4	22460-72810	
89.	Asst. Time Keeper	4	14600-44870	4	22460-72810	
90.	Fitter	3	13780-42490	3	21200-65360	
91.	Helper	3	13780-42490	3	21200-65360	
92.	Auxillary Hand	3	13780-42490	3	21200-65360	
93.	Blacksmith	3	13780-42490	3	21200-65360	
94.	Cobbler	3	13780-42490	3	21200-65360	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
95.	Galley Proof Machine Minder	3	13780-42490	3	21200-65360	
96.	Machine Attendant	3	13780-42490	3	21200-65360	
97.	Junior Machine Minder (Graining) (PMS)	3	13780-42490	3	21200-65360	
98.	Distributor	3	13780-42490	3	21200-65360	

32. (e). PUBLIC LIBRARIES

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	26	52590-103290	26	80910-166680	
2.	Deputy Director (Admn.)	24	46060-98440	24	70850-158880	
3.	Deputy Director (Inspection)	24	46060-98440	24	70850-158880	
4.	Chief Librarian	24	46060-98440	24	70850-158880	
5.	Accounts Officer	22	40270-93780	22	61960-151370	
6.	Assistant Director (Admn.)	21	37100-91450	21	57100-147760	
7.	Assistant Director (Tech.)	21	37100-91450	21	57100-147760	
8.	Assistant Director (Audit)	21	37100-91450	21	57100-147760	
9.	Librarian (Gazetted)	21	37100-91450	21	57100-147760	
10.	Superintendent (Technical)	18	29760-80930	18	45830-130580	
11.	Assistant Librarian Gr.I	18	29760-80930	18	45830-130580	
12.	Auditor	Cc		cc		Common Category (in the scale of Superintendent)
13.	Superintendent	Cc		cc		Common Category
14.	Head Clerk	Cc		cc		Common Category (in the scale of Superintendent)
15.	Assistant Librarian Gr.II	13	23100-67990	14	37640-115500	
16.	Classifier	13	23100-67990	14	37640-115500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Supervisor Gr.I	13	23100-67990	14	37640-115500	
18.	Senior Assistant	Cc		cc		Common Category
19.	Upper Division Steno	Cc		cc		Common Category
20.	Film Operator	9	18400-55410	9	28280-89720	
21.	Asst. Librarian Gr-III	9	18400-55410	9	28280-89720	
22.	Steno-Typist	Cc		cc		Common Category
23.	Typist	Cc		cc		Common Category
24.	Junior Assistant	Cc		cc		Common Category
25.	Film Examiner	6	15460-47330	6	23780-76730	
26.	Van Driver (L.V.)	6	15460-47330	6	23780-76730	
27.	Sergeant	5	15030-46060	5	23120-74770	
28.	Record Assistant	Cc		cc		Common Category
29.	Roneo Operator	Cc		cc		Common Category
30.	Binder (Senior)	4	14600-44870	4	22460-72810	
31.	Supervisor Gr.III (Junior Supervisor)	3	13780-42490	3	21200-65360	
32.	Library Attender	3	13780-42490	3	21200-65360	
33.	Binder (Junior)	1	13000-40270	1	20000-61960	
34.	Kamatan	1	13000-40270	1	20000-61960	
35.	Chowkidar	Cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
36.	Gate Keeper	1	13000-40270	1	20000-61960	
37.	Book Cleaner	1	13000-40270	1	20000-61960	
38.	Office subordinate	Cc		cc		Common Category
39.	Cleaner	Cc		cc		Common Category
40.	Watchman	Cc		cc		Common Category
41.	Sweeper	Cc		cc		Common Category
42.	Scavenger	Cc		cc		Common Category
43.	Book Bearer	1	13000-40270	1	20000-61960	
44.	Sweeper-cum-Mali	1	13000-40270	1	20000-61960	

32. (f). REGISTRAR OF PUBLICATIONS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar of Publications					Director of Public Libraries is the ex-officio Registrar of Publications
2.	Deputy Registrar of Publications	24	46060-98440	24	70850-158880	
3.	Assistant Registrar	20	35120-87130	20	54060-140540	
4.	Reader (Gr.I)	17	28940-78910	18	45830-130580	On par with Superintendent in APMS
5.	Assistant Librarian (Gr.II)	13	23100-67990	14	37640-115500	On par with same category in Public Libraries
6.	Reader (Gr.II)	12	22460-66330	14	37640-115500	On par with Senior Assistant in APMS
7.	Card Writer	9	18400-55410	9	28280-89720	
8.	Junior Assistant	cc		cc		Common Category
9.	Typist	cc		cc		Common Category
10.	Record Assistant	cc		cc		Common Category
11.	Office Subordinate	cc		cc		Common Category

32. (g). JAWAHAR BAL BHAVAN

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director & Special Officer	24	46060-98440	24	70850-158880	
2.	Assistant Director	21	37100-91450	21	57100-147760	
3.	Superintendent	cc		cc		Common Category
4.	Librarian Grade-I	17	28940-78910	18	45830-130580	On par with same category in Public Libraries
5.	Science Teacher	14	24440-71510	14	37640-115500	
6.	Librarian Grade-II	12	22460-66330	14	37640-115500	On par with similar category in Public Libraries
7.	Senior Art Instructor	13	23100-67990	13	35570-109910	
8.	Caretaker	12	22460-66330	12	34580-107210	
9.	Senior Accountant	cc		cc		Common Category
10.	Senior Assistant	cc		cc		Common Category
11.	Dance Instructor (Kathak)	11	21230-63010	11	32670-101970	
12.	Dance Instructor (Folk Dance)	11	21230-63010	11	32670-101970	
13.	Junior Craft Instructor	11	21230-63010	11	32670-101970	
14.	Tabala Accompanist	11	21230-63010	11	32670-101970	
15.	Dance Instructor (Kuchipudi) (formerly known as Junior Instructor in Sitar)	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Junior Art-Instructor	9	18400-55410	9	28280-89720	
17.	Music Teacher Grade-I	9	18400-55410	9	28280-89720	
18.	Physical Training Instructor	9	18400-55410	9	28280-89720	
19.	Drama Organiser	9	18400-55410	9	28280-89720	
20.	Music Teacher Gr.-II	9	18400-55410	9	28280-89720	
21.	Instructor in Bharatnatyam Dance (formerly known as Violin Instructor)	9	18400-55410	9	28280-89720	
22.	Mrudangam Instructor	9	18400-55410	9	28280-89720	
23.	Junior Assistant	cc		cc		Common Category
24.	Junior Assistant (Receptionist)	cc		cc		Common Category
25.	L.D Steno Typist	cc		cc		Common Category
26.	Card Writer	9	18400-55410	9	28280-89720	
27.	Lab. Assistant	8	17890-53950	8	27500-87480	
28.	Driver (HV)	cc		cc		Common Category
29.	Driver (LV)	cc		cc		Common Category
30.	Record Assistant	cc		cc		Common Category
31.	Library Attender	2	13390-41380	2	20600-63660	
32.	Office Subordinate	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Chowkidar	cc		cc		Common Category
34.	Conductor-cum-Cleaner	1	13000-40270	1	20000-61960	
35.	Bhois	1	13000-40270	1	20000-61960	
36.	Ayah	1	13000-40270	1	20000-61960	
37.	Book Bearer	1	13000-40270	1	20000-61960	
38.	Farrash	cc		cc		Common Category
39.	Boatman	1	13000-40270	1	20000-61960	
40.	Full time Worker	1	13000-40270	1	20000-61960	
Literacy Wing:						
41.	Secretary	20	35120-87130	20	54060-140540	
42.	Manager	17	28940-78910	18	45830-130580	On par with Superintendent in APMS
43.	Assistant Editor	11	21230-63010	11	32670-101970	
44.	Stenographer	cc		cc		Common Category
45.	Junior Assistant	cc		cc		Common Category
46.	Roneo Operator	cc		cc		Common Category
47.	Office Subordinate (formerly Attender)	cc		cc		Common Category
District Bal Bhavans:						
48.	Superintendent	cc		cc		Common Category
49.	Art Instructor	8	17890-53950	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
50.	Vocal Music Instructor	8	17890-53950	8	27500-87480	
51.	Instrumental Instructor	8	17890-53950	8	27500-87480	
52.	Dance Instructor	8	17890-53950	8	27500-87480	
53.	Tailoring Instructor	8	17890-53950	8	27500-87480	
54.	Driver (Heavy Vehicle)	cc		cc		Common Category
55.	Typist	cc		cc		Common Category
56.	Attender -cum- Chowkidar	1	13000-40270	1	20000-61960	
57.	Sweeper-cum-Ayah	1	13000-40270	1	20000-61960	

32. (h). INTERMEDIATE EDUCATION DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner / Director	31	80930-110850	31	124380-179000	If held by Departmental Officer
2.	Additional Director (Vocational Education)	28	61450-105810	29	101970-174790	
3.	Joint Director (Intermediate Education)	26	52590-103290	26	80910-166680	
4.	Joint Director (Vocational Education)	26	52590-103290	26	80910-166680	
5.	Regional Joint Director (Intermediate Education)	26	52590-103290	26	80910-166680	
6.	Deputy Director	24	46060-98440	24	70850-158880	
7.	Deputy Director (Vocational Education)	24	46060-98440	24	70850-158880	
8.	Professor (Vocational Education)	24	46060-98440	24	70850-158880	
9.	District Vocational Education Officer	24	46060-98440	24	70850-158880	
10.	Reader	24	46060-98440	24	70850-158880	
11.	Principal (Junior College)	23	42490-96110	23	65360-154980	
12.	Accounts Officer	22	40270-93780	22	61960-151370	
13.	Assistant Director	21	37100-91450	21	57100-147760	
14.	Assistant Director (Vocational Education)	21	37100-91450	21	57100-147760	
15.	Chief Auditor (Gazetted)	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Deputy District Vocational Education Officer	21	37100-91450	21	57100-147760	
17.	Administrative Officer	21	37100-91450	21	57100-147760	
18.	Junior Lecturer (Junior College)	21	37100-91450	21	57100-147760	
19.	Physical Director (Junior College)	21	37100-91450	21	57100-147760	
20.	Junior Lecturer (Vocational Courses)	21	37100-91450	21	57100-147760	
21.	Lecturer (Vocational Courses)	21	37100-91450	21	57100-147760	
22.	Librarian (Junior College)	21	37100-91450	21	57100-147760	
23.	Superintendent	cc		cc		Common Category
24.	Auditor	17	28940-78910	18	45830-130580	Common Category (Superintendent scale)
25.	Statistical Assistant	14	24440-71510	15	38720-118390	On par with Assistant Statistical Officer, E&S
26.	Computer Technician	14	24440-71510	14	37640-115500	
27.	Senior Assistant	cc		cc		Common Category
28.	Upper Division Steno	cc		cc		Common Category
29.	Upper Division Accountant	cc		cc		Common Category
30.	Senior Instructor (Vocational Courses)	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
31.	Typewriting Instructor	10	19500-58330	10	29980-94500	
32.	Lower Division Steno	cc		cc		Common Category
33.	Junior Assistant	cc		cc		Common Category
34.	Typist	cc		cc		Common Category
35.	Clerk-cum-Typist	cc		cc		Common Category
36.	Typewriter Mechanic	6	15460-47330	6	23780-76730	
37.	Jeep Driver (L.V.)	cc		cc		Common Category
38.	Record Assistant	cc		cc		Common Category
39.	Lab. Attender / Lab. Assistant (Vocational Courses)	5	15030-46060	5	23120-74770	
40.	Office Subordinate	cc		cc		Common Category
(PRIVATE & AIDED JUNIOR COLLEGES)						
1.	Principal	23	42490-96110	23	65360-154980	
2.	Junior Lecturer	21	37100-91450	21	57100-147760	
3.	Physical Director	21	37100-91450	21	57100-147760	
4.	Librarian	21	37100-91450	21	57100-147760	
5.	Superintendent	cc		cc		Common Category
6.	Senior Assistant	cc		cc		Common Category
7.	Junior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
8.	Typist	cc		cc		Common Category
9.	Record Assistant	cc		cc		Common Category
10.	Attender & Contingent	cc		cc		Common Category

32. (i). ZILLA GRANDHALAYA SAMASTHA

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	District Central Librarian & Ex-Officio Secretary Zilla Grandhalaya Samastha	21	37100-91450	21	57100-147760	
2..	Librarian - Grade.I/ Deputy Librarian	18	29760-80930	18	45830-130580	
3.	Superintendent	cc		cc		Common Category
4.	Auditor	13	23100-67990	14	37640-115500	Common Category (Senior Assistant scale)
5.	Librarian - Gr.II	13	23100-67990	14	37640-115500	
6.	Senior Assistant	cc		cc		Common Category
7.	Film Operator	9	18400-55410	9	28280-89720	
8.	Librarian - Gr.III	9	18400-55410	9	28280-89720	
9.	Driver (H.V.)	cc		cc		Common Category
10.	Junior Assistant	cc		cc		Common Category
11.	Typist	cc		cc		Common Category
12.	Electrician	6	15460-47330	6	23780-76730	
13.	Driver (LV)	cc		cc		Common Category
14.	Auto Driver	cc		cc		Common Category
15.	Record Assistant	cc		cc		Common Category
16.	Binder	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Office Subordinate	cc		cc		Common Category
18.	Cleaner	cc		cc		Common Category
19.	Mali -cum-sweeper	1	13000-40270	1	20000-61960	
20.	Watchman	cc		cc		Common Category
21.	Gardener	1	13000-40270	1	20000-61960	

33. DEPARTMENT OF SKILLS DEVELOPMENT AND TRAINING

33. (a). EMPLOYMENT AND TRAINING DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Employment Wing						
1.	Joint Director	26	52590-103290	26	80910-166680	
2.	Deputy Director	24	46060-98440	24	70850-158880	
3.	Accounts Officer	22	40270-93780	22	61960-151370	
4.	Deputy Chief of University Employment Information and Guidance Bureau	22	40270-93780	22	61960-151370	
5.	Regional Employment Officer/ Asst. Director (Employment)	22	40270-93780	22	61960-151370	
6.	Assistant Director	21	37100-91450	21	57100-147760	
7.	District Employment Officer/ Employment Officer	20	35120-87130	20	54060-140540	
8.	Superintendent	cc		cc		Common Category
9.	Special Category Steno	cc		cc		Common Category
10.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same caegory in T&A Dept
11.	Junior Employment Officer	17	28940-78910	18	45830-130580	
12.	Statistical Assistant	17	28940-78910	18	45830-130580	On par with same category in E&S Dept
13.	Senior Assistant / Senior Accountant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
14.	Upper Division Steno	cc		cc		Common Category
15.	Junior Assistant / Junior Accountant	cc		cc		Common Category
16.	Junior Steno	cc		cc		Common Category
17.	Typist	cc		cc		Common Category
18.	Telephone Operator	cc		cc		Common Category
19.	Driver (L.V)	cc		cc		Common Category
20.	Record Assistant	cc		cc		Common Category
21.	Roneo Operator	cc		cc		Common Category
22.	Jamedar	cc		cc		Common Category
23.	Office Subordinate	cc		cc		Common Category
24.	Watchman/ Night Watchman / Gurkha Watchman	cc		cc		Common Category
25.	Chowkidar	cc		cc		Common Category
26.	Sweeper	cc		cc		Common Category
27.	Water Carrier	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Training Wing						
1.	Commissioner of Employment and Training					Cadre Post
2.	Additional Director (Trg.) & Ex-Officio Additional State Apprenticeship Adviser.	28	61450-105810	28	94500-170580	
3.	Joint Director (Training)	26	52590-103290	26	80910-166680	
4.	Joint Director (World Bank)	26	52590-103290	26	80910-166680	
5.	Joint Director	26	52590-103290	26	80910-166680	
6.	Deputy Director (Training)	24	46060-98440	24	70850-158880	
7.	Deputy Director (Apprenticeship)	24	46060-98440	24	70850-158880	
8.	Deputy Director (World Bank Assistance)	24	46060-98440	24	70850-158880	
9.	Deputy Director (Exam Cell)	24	46060-98440	24	70850-158880	
10.	Regional Deputy Director (Apprenticeship)	24	46060-98440	24	70850-158880	
11.	Principal, I.T.I. Visakhapatnam	23	42490-96110	23	65360-154980	
12.	Assistant Director (Trg.)/ Assistant Director (Exam Cell)	21	37100-91450	22	61960-151370	
13.	Assistant Apprenticeship Adviser	21	37100-91450	22	61960-151370	
14.	Inspector of Training	21	37100-91450	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Principals of other I.T.Is./ Training Executive (RICC)	20	35120-87130	21	57100-147760	
16.	Vice Principal, I.T.I. Visakhapatnam	20	35120-87130	21	57100-147760	On par with Principals of other I.T.Is
17.	Assistant Director (Training) (Dist. level Trg. Centres)	20	35120-87130	20	54060-140540	
18.	Assistant Accounts Officer(World Bank)	20	35120-87130	20	54060-140540	
19.	Administrative Officer	19	31460-84970	20	54060-140540	
20.	Training Officer (formerly Group Instructor, Junior Asst. Apprenticeship Adviser, Lecturer in related instructions Class Centres, Senior Technical Assistant in the Directorate and Millwright Foreman)	18	29760-80930	18	45830-130580	
21.	Superintendent	cc		cc		Common Category
22.	Deputy Training Officer (formerly known as Senior Allied Trade Instructor, Maintenance Mechanic, Senior Craft Instructor, Maths-cum-Drawing Instructor, Drawing-cum-Maths Instructor and Technical Assistant in the Directorate Instructor (DLTC)	16	26600-77030	16	40970-124380	
23.	Librarian	16	26600-77030	16	40970-124380	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
24.	Senior Assistant	cc		cc		Common Category
25.	Assistant Training Officer (formerly known as Junior Craft Instructor, Drawing Instructor, Maths Instructor (which is also called as work whop calculation and science instructor), Motor Driving Instructor, Junior Allied Trade Instructor, Stenographpy Instructor, Language Instructor and Millwright Instructor)	13	23100-67990	13	35570-109910	
26.	Pharmacist Grade-II	11	21230-63010	13	35570-109910	On par with same category in M&H Dept
27.	Social Studies Instructor	9	18400-55410	9	28280-89720	
28.	Junior Assistant	cc		cc		Common Category
29.	Typist	cc		cc		Common Category
30.	Electrician-cum-Mechanic	8/6	17890-53950 (P) / 15460-47330 (FE)	8/6	27500-87480 (P)/ 23780-76730 (FE)	
31.	Typewriter Mechanic	7	16400-49870	7	25220-80910	
32.	Technical Assistant (formerly known Store Attender, Workshop Attender)	6	15460-47330	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Motor-cum-Truck Driver	6	15460-47330	6	23780-76730	
34.	Maistry (Dist. Level Training Centres)	5	15030-46060	5	23120-74770	
35.	Engine Driver	4	14600-44870	4	22460-72810	
36.	Mil Write Mechanic	4	14600-44870	4	22460-72810	
37.	Dresser	2	13390-41380	2	20600-63660	

34. SOCIAL WELFARE DEPARTMENT
34.(a). SOCIAL WELFARE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner					Cadre Post
2.	Additional Commissioner					Cadre Post
3.	Additional Director	29	66330-108330	29	101970-174790	
4.	Joint Director	26	52590-103290	26	80910-166680	
5.	Deputy Director	24	46060-98440	24	70850-158880	
6.	Accounts Officer	22	40270-93780	22	61960-151370	
7.	Assistant Director (Legal Cell)	21	37100-91450	21	57100-147760	
8.	Assistant Director (SCP)	21	37100-91450	21	57100-147760	
9.	Assistant Director / District Social Welfare Officer	21	37100-91450	21	57100-147760	
10.	Assistant Director (Vigilance)	21	37100-91450	21	57100-147760	
11.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
12.	Assistant Social Welfare Officer	19	31460-84970	19	48440-137220	
13.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept.
14.	Superintendent	cc		cc		Common Category
15.	Deputy Tahsildar	17	28940-78910	18	45830-130580	On par with same category in Revenue Dept.
16.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	On par with same category in E&S Dept.

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Special Category Steno	cc		cc		Common Category
18.	Assistant Editor	17	28940-78910	18	45830-130580	On par with Publicity & Cultural Officer
19.	Publicity & Cultural Officer	17	28940-78910	18	45830-130580	On par with Additional Public Relations Officer of I&PR Dept
20.	Manager, (New Garment Production Centre)	17	28940-78910	17	44570-127480	
21.	Hostel Welfare Officer Gr-I (former Warden/ Matron Gr.I)	16	26600-77030	17	44570-127480	
22.	Neem Tanedar	10	19500-58330			Drafted from SS&LR Dept
23.	Social Welfare Inspector	16	26600-77030	16	40970-124380	
24.	Publicity Assistant	13	23100-67990	16	40970-124380	On par with Assistant Public Relation Officer of I&PR Dept
25.	Nurse	13	23100-67990			Drafted from M&H Dept
26.	Assistant Statistical Officer	14	24440-71510	15	38720-118390	On par with same category in E&S Dept
27.	Hostel Welfare Officer Gr-II (former Warden/ Matron Gr.II)	14	24440-71510	15	38720-118390	
28.	Senior Accountant	cc		cc		Common Category
29.	Senior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
30.	Senior Steno	cc		cc		Common Category
31.	Upper Division Revenue Inspector	12	22460-66330			Drafted from Revenue Dept
32.	Social Welfare Revenue Inspector					Drafted from Revenue Dept
33.	Surveyor					Drafted from SS&LR Dept
34.	Assistant Teacher	11	21230-63010	12	34580-107210	On par with SGT in School Edn Dept
35.	SGBT Teacher	11	21230-63010	12	34580-107210	
36.	Classer					Drafted from SS&LR Dept
37.	Cinema Operator	9	18400-55410	9	28280-89720	
38.	Librarian	9	18400-55410	9	28280-89720	
39.	LD Store Keeper	cc		cc		Common Category
40.	Junior Asst./Typist/ LD Steno	cc		cc		Common Category
41.	Junior Assistant-cum-Typist	cc		cc		Common Category
42.	Junior Accountant	cc		cc		Common Category
43.	Instructor in Carpentry	8	17890-53950	8	27500-87480	
44.	Farm Manager	8	17890-53950	8	27500-87480	
45.	Assistant Cutter	7	16400-49870	7	25220-80910	
46.	Telephone Operator	cc		cc		Common Category
47.	Handicrafts Instructor / Instructor, Tailoring Training Centre, Training-cum-Production Centre, Basket Making Training Centre	6	15460-47330	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
48.	Driver	cc		cc		Common Category
49.	Shroff	cc		cc		Common Category
50.	Maistry, Carpentry Centre	5	15030-46060	5	23120-74770	
51.	Roneo Operator	cc		cc		Common Category
52.	Record Assistant	cc		cc		Common Category
53.	Maistry (Tailoring) New Garment Production Centre	3	13780-42490	3	21200-65360	
54.	Asst.Instructor (Dress Making Centre)	2	13390-41380	2	20600-63660	
55.	Dafedar	cc		cc		Common Category
56.	Cook	2	13390-41380	2	20600-63660	
57.	Sevak, Watchman, Kamati, Night watchman, Peon-cum-Watchman, Mazdoor, Kamgar, Farrash, Conductor etc.	1	13000-40270	1	20000-61960	
58.	Office Subordinate	cc		cc		Common Category
59.	Helper	1	13000-40270	1	20000-61960	
Employees Redeployed From erstwhile Hyderabad Allwyn Ltd.						
60.	Worker (Staff)	5	15030-46060	5	23120-74770	
61.	Workman (Worker) Technical/Staff	3	13780-42490	3	21200-65360	
62.	Workman (Worker) Unskilled	3	13780-42490	3	21200-65360	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
63.	Workman (Worker)	1	13000-40270	1	20000-61960	
RESEARCH AND TRAINING INSTITUTE FOR SCHEDULED CASTES						
64.	Director	26	52590-103290	26	80910-166680	
65.	Deputy Director	21	37100-91450	21	57100-147760	
66.	Superintendent	cc		cc		Common Category
67.	Research Officer	17	28940-78910	17	44570-127480	
68.	Research Investigator	14	24440-71510			Drafted from E&S Dept
69.	Librarian	14	24440-71510	14	37640-115500	
70.	Senior Assistant	cc		cc		Common Category
71.	Typist	cc		cc		Common Category
O/o the JOINT COLLECTOR (W&P)						
72.	Joint Collector					Cadre Post
73.	Camp Clerk (Senior Steno)	12	22460-66330	14	37640-115500	
74.	Senior Steno	cc		cc		Common Category
75.	Statistical Assistant	11	21230-63010	11	32670-101970	

35. TRANSPORT, ROADS AND BUILDINGS DEPARTMENT

35. (a). TRANSPORT DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Transport Commissioner					Cadre Post
2.	Additional Transport Commissioner	30	73270-108330	30	112610-174790	
3.	Joint Transport Commissioner	28	61450-105810	28	94500-170580	
4.	Deputy Transport Commissioner	25	49870-100770	25	76730-162780	
5.	Chief Accounts Officer	24	46060-98440	24	70850-158880	
6.	Regional Transport Officer/Assistant Secretary/ Secretary before STAT/ State representative before STAT	21	37100-91450	21	57100-147760	
7.	Motor Vehicle Inspector	20	35120-87130	20	54060-140540	
8.	Assistant Accounts Officer	19	31460-84970	20	54060-140540	On par with T&A Dept.
9.	Assistant Motor Vehicle Inspector	19	31460-84970	19	48440-137220	
10.	Administrative Officer (Gazetted) (formerly Superintendent)	17	28940-78910	18	45830-130580	
11.	Special Category Steno	cc		cc		Common Category
12.	Senior Assistant	cc		cc		Common Category
13.	Upper Division Steno	cc		cc		Common Category
14.	Head Transport Constable	11	21230-63010	11	32670-101970	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Junior Assistant	cc		cc		Common Category
16.	Typist	cc		cc		Common Category
17.	Lower Division Steno	cc		cc		Common Category
18.	Transport Constable	7	16400-49870	7	25220-80910	
19.	Driver (LMV in G.D.S)/ Driver	cc		cc		Common Category
20.	Shroff	cc		cc		Common Category
21.	Record Assistant	cc		cc		Common Category
22.	Roneo Operator	cc		cc		Common Category
23.	Jamedar	cc		cc		Common Category
24.	Office Subordinate (formerly Attender)	cc		cc		Common Category
25.	Sweeper	cc		cc		Common Category
26.	Watchman	cc		cc		Common Category
27.	Scavenger	cc		cc		Common Category
<u>STATE TRANSPORT APPELLATE TRIBUNAL</u>						
28.	Presiding Officer					Not in Commission's Purview
29.	Secretary (RTO Cadre)	21	37100-91450	21	57100-147760	
30.	Superintendent / Administrative Officer	17	28940-78910	18	45830-130580	
31.	Senior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
32.	Upper Division Steno	cc		cc		Common Category
33.	Junior Assistant	cc		cc		Common Category
34.	Lower Division Steno	cc		cc		Common Category
35.	Typist	cc		cc		Common Category
36.	Driver	cc		cc		Common Category
37.	Office Sub-ordinate (formerly Attender)	cc		cc		Common Category
38.	Sweeper	cc		cc		Common Category
39.	Watchman	cc		cc		Common Category

35. (b). ROADS AND BUILDINGS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Engineer-in-Chief	32	87130-110850	32	133900-179000	
2.	Chief Engineer	31	80930-110850	31	124380-179000	
3.	Deputy Engineer-in-Chief (Admn.) (S.E. rank)	29	66330-108330	29	101970-174790	
4.	Dy. Chief Engineer (R & B) S.E Cadre	29	66330-108330	29	101970-174790	
5.	Superintending Engineer	29	66330-108330	29	101970-174790	
6.	Executive Engineer/ Joint Director/ Dy. Superintendent Engineer	25	49870-100770	25	76730-162780	
7.	Deputy State Architect (E.E. rank)	25	49870-100770	25	76730-162780	
8.	Deputy Executive Engineer/ Technical Assistant	23	42490-96110	23	65360-154980	
9.	Assistant State Architect	23	42490-96110	23	65360-154980	
10.	Revenue Divisional Officer	22	40270-93780	22	61960-151370	
11.	Assistant Conservator of Forest	22	40270-93780	22	61960-151370	
12.	Non-Technical Personal Assistant to Engineer-in-Chief/ Chief Engineer	21	37100-91450	21	57100-147760	
13.	Senior Architectural Assistant	21	37100-91450	21	57100-147760	
14.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Special Grade Draughtsman	21	37100-91450	21	57100-147760	
16.	Technical Officer (Formerly Draughtsman Ist Grade)	19	31460-84970	19	48440-137220	
17.	Assistant Engineer	19	31460-84970	19	48440-137220	
18.	Accounts Officer/ Divisional Accounts Officer					Drafted from T&A/ Works & Accounts Dept.
19.	Non-Technical Personal Asst. to Superintending Engineer	17	28940-78910	18	45830-130580	On par with Superintendent under Common Category
20.	Superintendent	cc		cc		Common Category
21.	Special Category Steno	cc		cc		Common Category
22.	Deputy Tahsildar	17	28940-78910	18	45830-130580	
23.	Assistant Technical Officer (formerly Draughtsman IInd Grade)	14	24440-71510	14	37640-115500	
24.	Senior Assistant	cc		cc		Common Category
25.	Senior Steno (U.D.Steno)	cc		cc		Common Category
26.	Junior Technical Officer (Formerly Draughtsman III Grade)	12	22460-66330	12	34580-107210	
27.	Projector Operator	9	18400-55410	9	28280-89720	
28.	Technical Assistant (formerly Tracer)	8	17890-53950	9	28280-89720	
29.	Junior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
30.	Junior Steno	cc		cc		Common Category
31.	Typist	cc		cc		Common Category
32.	Wireman	8 / 4	17890-53950 (P)/ 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
33.	Electrician-cum-Mechanic	8	17890-53950	8	27500-87480	
34.	Driver (L.V)	cc		cc		Common Category
35.	Shroff	cc		cc		Common Category
36.	Record Assistant	cc		cc		Common Category
37.	Roneo Operator	cc		cc		Common Category
38.	Technician	5	15030-46060	5	23120-74770	
39.	Jamedar	cc		cc		Common Category
40.	Printing Technician (Formerly Blue Print Operator)	4	14600-44870	4	22460-72810	
41.	Dafedar	cc		cc		Common Category
42.	Office Subordinate (formerly Attender)	cc		cc		Common Category
43.	Sweeper	cc		cc		Common Category
44.	Watchman	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
45.	Scavenger	cc		cc		Common Category
46.	Gardner	cc		cc		Common Category

36. TRIBAL WELFARE DEPARTMENT
36. (a). TRIBAL WELFARE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner / Director					Cadre Post
2.	Project Officer					Cadre Post
3.	Addl. Director (TW)	29	66330-108330	29	101970-174790	
4.	Joint Director (T.W)	26	52590-103290	26	80910-166680	
5.	Joint Director (Edn.)	26	52590-103290	26	80910-166680	
6.	Project Officer, Chintoor	26	52590-103290	26	80910-166680	
7.	Deputy Medical & Health Officer	25	49870-100770	25	76730-162780	
8.	Project Agriculture Officer (Deputy Director Agriculture)	24	46060-98440	25	76730-162780	As applicable to Deputy Director of Agriculture
9.	Project Officer, ITDA Yanadi, S.P.S.R. Nellore	24	46060-98440	24	70850-158880	
10.	Assistant Project Officer (General)	24	46060-98440	24	70850-158880	
11.	Deputy Director (Admn.)	24	46060-98440	24	70850-158880	
12.	Deputy Director (TSP)	24	46060-98440	24	70850-158880	
13.	Project Officer (Primitive Tribal Group for Chenchus.) Srisailam, Kurnool District)	24	46060-98440	24	70850-158880	
14.	Dy. Director (TW)	24	46060-98440	24	70850-158880	
15.	Assistant Director (AH)	22	40270-93780	23	65360-154980	
16.	Spl. Deputy Collector/ RDO	22	40270-93780	22	61960-151370	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Assistant Project Officer (Agriculture)	22	40270-93780	22	61960-151370	
18.	Special Officer (Inspection) (Assistant Director Agriculture)	22	40270-93780	22	61960-151370	
19.	Assistant Project Officer (Fisheries)	22	40270-93780	22	61960-151370	
20.	Development Officer	22	40270-93780	22	61960-151370	
21.	Assistant Project Officer (Horticulture)	22	40270-93780	22	61960-151370	
22.	Assistant Project Officer (Rubber)	22	40270-93780	22	61960-151370	
23.	Assistant Project Officer (Coffee)	22	40270-93780	22	61960-151370	
24.	Assistant Project Officer (Admn.)	22	40270-93780	22	61960-151370	
25.	Project Horticulture Officer	22	40270-93780	22	61960-151370	
26.	District Tribal Welfare Officer	21	37100-91450	21	57100-147760	
27.	Assistant Project Officer (Education)	21	37100-91450	21	57100-147760	
28.	Assistant Project Officer (TW)	21	37100-91450	21	57100-147760	
29.	Assistant Project Officer (M&E)	21	37100-91450	21	57100-147760	
30.	Veterinary assistant Surgeon	20	35120-87130	21	57100-147760	
31.	Assistant Project Officer (W&LM)	20	35120-87130	20	54060-140540	
32.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Administrative Officer	20	35120-87130	20	54060-140540	
34.	Agriculture Officer	20	35120-87130	20	54060-140540	
35.	Horticultural Officer	20	35120-87130	20	54060-140540	
36.	Head Master Gr-II (PGHM))	20	35120-87130	20	54060-140540	
37.	Statistical Officer	19	31460-84970	19	48440-137220	
38.	Assistant Project Officer (PTG)	19	31460-84970	19	48440-137220	
39.	Assistant Tribal Welfare Officer	19	31460-84970	19	48440-137220	
40.	Deputy Tahsildar	17	28940-78910	18	45830-130580	
41.	Superintendent	cc		cc		Common Category
42.	Deputy Statistical Officer	17	28940-78910	18	45830-130580	
43.	Junior Accounts Officer	17	28940-78910	18	45830-130580	
44.	Manager	17	28940-78910	18	45830-130580	On par with Superintendent
45.	Physical Director	17	28940-78910	17	44570-127480	
46.	LFL Head Master/ LFL Head Mistress	17	28940-78910	17	44570-127480	
47.	Head Master Gr-II (School Assistant cadre)	17	28940-78910	17	44570-127480	
48.	School Assistant	17	28940-78910	17	44570-127480	
49.	Manger (Accounts)	17	28940-78910	17	44570-127480	
50.	Hostel Welfare Officer Gr-I (formerly known as Warden/ Matron Gr-I)	16	26600-77030	17	44570-127480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
51.	Field Officer	16	26600-77030	16	40970-124380	
52.	Senior Inspector of Co. Op. Societies	16	26600-77030	16	40970-124380	
53.	Data Processing Officer (from APTS)	16	26600-77030	16	40970-124380	
54.	Hostel Welfare Officer Gr-II (formerly known as Warden/ Matron Grade-II)	14	24440-71510	15	38720-118390	
55.	Senior Accountant	cc		cc		Common Category
56.	Senior Assistant	cc		cc		Common Category
57.	Junior Inspector of Co. op. Societies	12	22460-66330	14	37640-115500	
58.	Live Stock Assistant	12	22460-66330	14	37640-115500	
59.	Agricultural Extention Officer (Coffee & Rubber)	12	22460-66330	12	34580-107210	
60.	Agricultural Extention Officer	12	22460-66330	12	34580-107210	
61.	Telugu Pandit, Gr.II	11	21230-63010	12	34580-107210	On par with School Edn Dept
62.	Hindi Pandit, Gr.II	11	21230-63010	12	34580-107210	On par with School Edn Dept
63.	Physical Education Teacher	11	21230-63010	12	34580-107210	On par with School Edn Dept
64.	Teacher (SGBT)	11	21230-63010	12	34580-107210	On par with School Edn Dept
65.	Drawing Teacher	11	21230-63010	12	34580-107210	On par with School Edn Dept
66.	Craft Instructor/ Music Training Instructor	11	21230-63010	12	34580-107210	On par with School Edn Dept

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
67.	Ratan Cane Instructor	11	21230-63010	12	34580-107210	On par with School Edn Dept
68.	Carpentry Instructor	11	21230-63010	12	34580-107210	On par with School Edn Dept
69.	Field Investigator	10	19500-58330	10	29980-94500	
70.	Junior Assistant	cc		cc		Common Category
71.	Typist	cc		cc		Common Category
72.	Telephone Operator	cc		cc		Common Category
73.	Health Assistant	9	18400-55410	9	28280-89720	
74.	Steno Typist	cc		cc		Common Category
75.	Junior Assistant-cum-Typist	cc		cc		Common Category
76.	Junior Accountant-cum-Storekeeper	cc		cc		Common Category
77.	Junior Accountant	cc		cc		Common Category
78.	Sub Assistant/ AEO	7	16400-49870	7	25220-80910	
79.	Computer Operator	7	16400-49870	7	25220-80910	
80.	Driver	cc		cc		Common Category
81.	Shroff	cc		cc		Common Category
82.	Record Assistant	cc		cc		Common Category
83.	Maistry Gr.II	2	13390-41380	2	20600-63660	
84.	Cook	2	13390-41380	2	20600-63660	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
85.	Office Subordinate (formerly Attender)	cc		cc		Common Category
86.	Watchman	cc		cc		Common Category
87.	Gardener	cc		cc		Common Category
88.	Kamati	cc		cc		Common Category
89.	Library Assistant	1	13000-40270	1	20000-61960	
90.	Headman	1	13000-40270	1	20000-61960	
91.	Mali	cc		cc		Common Category
92.	Fieldman	1	13000-40270	1	20000-61960	
93.	Masalchi	1	13000-40270	1	20000-61960	
94.	Watchmen-cum-Helper	1	13000-40270	1	20000-61960	
95.	Lab. Assistant	1	13000-40270	1	20000-61960	
96.	Sweeper	1	13000-40270	1	20000-61960	
97.	Scavenger	1	13000-40270	1	20000-61960	
98.	Skilled Worker	1	13000-40270	1	20000-61960	
ADMINISTRATIVE UNIT/ POSTS OF TRIBAL RESEARCH INSTITUTE ATTACHED TO THE DIRECTORATE						
1.	Joint Director, TRI	24	46060-98440	26	80910-166680	On par with J.D., T.W. basing on G.O.Ms. No.55 TW Dept. dated 5-5-2017
2.	Deputy Director, TRI	21	37100-91450	24	70850-158880	On par with D.D., T.W. basing on G.O.Ms. No.55 TW Dept. dated 5-5-2017

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	Assistant Director, TRI	19	31460-84970	21	57100-147760	On par with DTWO basing on G.O.Ms. No.55 TW Dept. dt. 5-5-2018
4.	Statistical Officer	19	31460-84970	19	48440-137220	
5.	Tabulation Officer	19	31460-84970	19	48440-137220	
6.	Field Officer	16	26600-77030	18	45830-130580	On par with Superintendent, T.W. basing on G.O.Ms. No.55 TW Dept. dt. 5-5-2018
7.	Senior Draughtsman	14	24440-71510	14	37640-115500	
8.	Senior Stenographer	cc		cc		Common Category
9.	Field Investigator	10	19500-58330	12	34580-107210	
10.	Junior Stenographer	cc		cc		Common Category
11.	Typist	cc		cc		Common Category
12.	Driver	cc		cc		Common Category
13.	Record Assistant	cc		cc		Common Category
14.	Office Subordinate	cc		cc		Common Category
15.	Sweeper	cc		cc		Common Category

36. (b) TRIBAL CULTURAL RESEARCH & TRAINING MISSION, VISAKHAPATNAM

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	26	52590-103290	26	80910-166680	
2.	Joint Director	24	46060-98440	24	70850-158880	
3.	Deputy Director	21	37100-91450	21	57100-147760	
4.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	Activity outsourced
5.	Statistical Officer	19	31460-84970	19	48440-137220	Drafted from E&S Dept.
6.	Assistant Director (Research)	19	31460-84970	19	48440-137220	
7.	Tabulation Officer	19	31460-84970	19	48440-137220	
8.	Asst. Director (Law)	19	31460-84970	19	48440-137220	
9.	Assistant Director (Cartography)	19	31460-84970	19	48440-137220	
10.	Assistant Director (Linguistic)	19	31460-84970	19	48440-137220	
11.	Superintendent	cc		cc		Common Category
12.	Cameraman	16	26600-77030	16	40970-124380	Outsourced
13.	Field Officer	16	26600-77030	16	40970-124380	
14.	Senior Draughtsman	14	24440-71510	14	37640-115500	
15.	Research Investigator	14	24440-71510	14	37640-115500	
16.	Store Keeper	cc		cc		Common Category (in the scale of Senior Assistant)
17.	Senior Assistant	cc		cc		Common Category
18.	Senior Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Senior Accountant	cc		cc		Outsourced
20.	Draughtsman	12	22460-66330	12	34580-107210	
21.	Field Investigator	10	19500-58330	10	29980-94500	
22.	Audio Visual Operator	9	18400-55410	9	28280-89720	
23.	Junior Assistant	cc		cc		Common Category
24.	Typist	cc		cc		Common Category
25.	Typist-cum-Clerk	cc		cc		Common Category
26.	Junior Steno	cc		cc		Common Category
27.	Assistant Cameraman	7	16400-49870	7	25220-80910	
28.	Driver	cc		cc		Common Category
29.	Shroff	cc		cc		Outsourced
30.	Record Assistant	cc		cc		Common Category
31.	Office Subordinate	cc		cc		Common Category
32.	Chowkidar	cc		cc		Common Category
33.	Watchman	cc		cc		Common Category
34.	Night Watchman	1	13000-40270	1	20000-61960	
35.	Gardener	cc		cc		Common Category
36.	Sweeper	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
REGIONAL CENTRES, TRIBAL CULTURAL RESEARCH & TRAINING INSTITUTE						
1.	Joint Director	24	46060-98440	24	70850-158880	
2.	Superintendent	cc		cc		Common Category
3.	Senior Assistant	cc		cc		Common Category
4.	Junior Assistant	cc		cc		Common Category
5.	Typist	cc		cc		Common Category
6.	Driver	cc		cc		Common Category
7.	Office Subordinate (formerly Attender)	cc		cc		Common Category
PRE-EXAMINATION TRAINING CENTRE						
1.	Principal					Drafted from Board of Intermediate Education
2.	Lecturer in English					Drafted from Board of Intermediate Education
3.	Junior Lecturer					Drafted from Board of Intermediate Education
4.	Superintendent	cc		cc		Common Category
5.	Assistant Lecturer in Stenography	17	28940-78910	17	44570-127480	
6.	Warden Grade-I/ HWO Grade.I	14	24440-71510	15	38720-118390	
7.	Senior Assistant	cc		cc		Common Category

36. (c). TRIBAL WELFARE ENGINEERING DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Engineer-in-Chief	32	87130-110850	32	133900-179000	
2.	Superintending Engineer	29	66330-108330	29	101970-174790	
3.	Deputy Chief Engineer	29	66330-108330	29	101970-174790	
4.	Executive Engineer	25	49870-100770	25	76730-162780	
5.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
6.	Deputy Executive Engineer (Electrical)	23	42490-96110	23	65360-154980	
7.	NTPA to ENC	21	37100-91450	21	57100-147760	
8.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
9.	Assistant Engineer	19	31460-84970	19	48440-137220	
10.	Technical Officer (formerly Draughtsman Grade-I)	19	31460-84970	19	48440-137220	
11.	Divisional Accounts Officer (Works)					Drafted from W&A Dept
12.	Superintendent	cc		cc		Common Category
13.	Assistant Technical Officer (formerly Draughtsman Grade-II)	14	24440-71510	14	37640-115500	
14.	Senior Assistant	cc		cc		Common Category
15.	Junior Technical Officer (formerly Draughtsman, Gr.-III)	12	22460-66330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Junior Assistant	cc		cc		Common Category
17.	Typist	cc		cc		Common Category
18.	Tracer	7	16400-49870	9	28280-89720	On par with Technical Assistant in other Engineering Depts.
19.	Driver	cc		cc		Common Category
20.	Record Assistant	cc		cc		Common Category
21.	Printing Technician	4	14600-44870	4	22460-72810	
22.	Office Subordinate	cc		cc		Common Category
23.	Watchman	cc		cc		Common Category

**37. DEPARTMENT OF GRAM VOLUNTEERS/ WARD VOLUNTEERS & VILLAGE
SECRETARIATS / WARD SECRETARIATS**

**37.(a).GRAM VOLUNTEERS / WARD VOLUNTEERS AND VILLAGE SECRETARIATS /WARD
SECRETARIATS DEPARTMENT**

(HEAD OF DEPARTMENT)

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Additional Commissioner (Urban)/ (Rural)/ (Digital Services)/ (Finance & Accounts)/ (Admin, HR, Training &CB)					On Deputation Scale as applicable in parent department
2.	Joint/ Deputy Commissioner					-do-
3.	Public Relations Officer					-do-
4.	Superintendent	Cc		Cc		Common Category
5.	Senior Assistant	Cc		Cc		Common Category
6.	Junior Assistant	Cc		Cc		Common Category
7.	Manager (CB & Training) (RAY Specialists)					On contract
8.	State Coordinator					On contract
9.	District Coordinator					On contract
10.	Asst. District Coordinator					On contract
11.	Town Coordinator					On contract
12.	Data Entry Operator					Outsourcing
13.	Office Subordinate					Outsourcing

38. WATR RESOURCES DEPARTMENT

38. (a) Irrigation & Command Area Development Department

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Engineer-in-Chief	32	87130-110850	32	133900-179000	
2.	Chief Engineer	31	80930-110850	31	124380-179000	
3.	Superintending Engineer	29	66330-108330	29	101970-174790	
4.	Deputy Engineer-in-Chief	29	66330-108330	29	101970-174790	
5.	Executive Engineer	25	49870-100770	25	76730-162780	
6.	Reception Engineer	23	42490-96110	23	65360-154980	
7.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
8.	Assistant Research Officer	23	42490-96110	23	65360-154980	
9.	Accounts Officer	22	40270-93780	22	61960-151370	
10.	Non-Technical Personal Assistant (Gazetted)	21	37100-91450	21	57100-147760	
11.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
12.	Technical Officer, Special Grade [formerly Draughtsman Special Grade]	21	37100-91450	21	57100-147760	
13.	Private Secretary to Engineer-in-Chief	19	31460-84970	19	48440-137220	
14.	Assistant Engineer	19	31460-84970	19	48440-137220	
15.	Technical Officer [formerly Draughtsman Grade.I]	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Superintendent	cc		cc		Common Category
17.	Special Category Steno	cc		cc		Common Category
18.	Store Keeper Grade-I	cc		cc		Common Category (On par with Superintendent)
19.	Computer	16	26600-77030	16	40970-124380	
20.	Assistant Technical Officer [formerly Draughtsman Grade.II]	14	24440-71510	14	37640-115500	
21.	Upper Division Steno	cc		cc		Common Category
22.	Senior Assistant	cc		cc		Common Category
23.	Store Keeper Grade-II	cc		cc		Common Category (On par with Senior Asst)
24.	Junior Technical Officer [formerly Draughtsman Grade-III/ Overseer]	12	22460-66330	12	34580-107210	
25.	Technical Assistant [formerly Tracer]	8	17890-53950	9	28280-89720	
26.	Lock and Wharf Superintendent	8	17890-53950	9	28280-89720	
27.	Irrigation Conservancy Assistant	8	17890-53950	9	28280-89720	
28.	Junior Assistant	cc		cc		Common Category
29.	Lower Division Steno	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
30.	Typist	cc		cc		Common Category
31.	Store Keeper Grade-III	cc		cc		Common Category (On par with Junior Asst)
32.	Telephone Operator	cc		cc		Common Category
33.	Plough Driver	7	16400-49870	7	25220-80910	
34.	Driver (LV)	cc		cc		Common Category
35.	Shroff	cc		cc		Common Category
36.	Record Assistant	cc		cc		Common Category
37.	Roneo Operator	cc		cc		Common Category
38.	Telephone Gumastas	4	14600-44870	4	22460-72810	
39.	Telephone Clerk	4	14600-44870	4	22460-72810	
40.	Assistant Plough Driver	4	14600-44870	4	22460-72810	
41.	Jamedar	cc		cc		Common Category
42.	Printing Technician (formerly Blue Print Operator)	4	14600-44870	4	22460-72810	
43.	Meter Reader / Bill Collector	4	14600-44870	4	22460-72810	
44.	Lab Boy	2	13390-41380	2	20600-63660	
45.	Dafedar	cc		cc		Common Category
46.	Office Subordinate (formerly Attender)	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Supernumerary Posts						
1.	Supertintending Engineer	29	66330-108330	29	101970-174790	
POSTS TAKEN OVER FROM THE ERSTWHILE ANDHRA PRADESH STATE CONSTRUCTION CORPORATION LTD.						
1.	Resident Engineer (Civil, Mechanical)	22	40270-93780	22	61960-151370	
2.	Resident Engineer (Civil, Mechanical)	21	37100-91450	21	57100-147760	
3.	Superintendent	cc		cc		Common Category
4.	Labour Welfare Officer	17	28940-78910	17	44570-127480	
5.	Foreman Grade.II (Mechanical, Electrical Brick)	17	28940-78910	17	44570-127480	
6.	Field Engineer (Mechanical, Civil)	15	25140-73270	15	38720-118390	
7.	Chargeman Grade.I (Mechanical, Electrical)	15	25140-73270	15	38720-118390	
8.	Special Assistant	15	25140-73270	15	38720-118390	
9.	Supervisor (Mechanical, Civil, Electrical, Electronics)	14	24440-71510	14	37640-115500	
10.	Senior Assistant	cc		cc		Common Category
11.	Driver Grade.I	9	18400-55410	9	28280-89720	
12.	Typist Clerk	6	15460-47330	6	23780-76730	
13.	Telex Operator	6	15460-47330	6	23780-76730	
14.	Driver Grade.II	6	15460-47330	6	23780-76730	
15.	Watchman	cc		cc		Common Category

38. (b). COMMAND AREA DEVELOPMENT AUTHORITY

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Special Commissioner					Cadre Post
2.	Superintending Engineer	29	66330-108330	29	101970-174790	
3.	Executive Engineer	25	49870-100770	25	76730-162780	
4.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
5.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
6.	Superintendent	cc		cc		Common Category
7.	Senior Assistant	cc		cc		Common Category
8.	Technical Assistant	8	17890-53950	9	28280-89720	
9.	Driver	cc		cc		Common Category
10.	Junior Assistant	cc		cc		Common Category
11.	Typist	cc		cc		Common Category
12.	Office Subordinate	cc		cc		Common Category
Supernumerary Posts						
1.	Supertintending Engineer	29	66330-108330	29	101970-174790	
2.	Executive Engineer	25	49870-100770	25	76730-162780	
Other Department Posts						
1.	Assistant Director (Agriculture)	22	40270-93780	22	61960-151370	
2.	Assistant Director (Statistical)	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.	FOE Electoral Officer (Tahsildar)	20	35120-87130	20	54060-140540	
4.	Co-operative Assistant Registrar	18	29760-80930	18	45830-130580	
5.	Deputy Statistical Officers	17	28940-78910	18	45830-130580	
6.	Assistant Statistical Officers	14	24440-71510	15	38720-118390	
Andhra Pradesh Integrated Irrigation and Agriculture Transformation Project (APIIATP)						
1.	Joint Director (Agriculture)	27	56870-105810	27	87480-170580	
2.	Joint Director (Ground Water)	26	52590-103290	26	80910-166680	
3.	Finance Manager (Joint Director)	26	52590-103290	26	80910-166680	
4.	Executive Engineer	25	49870-100770	25	76730-162780	
5.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
6.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
7.	Assistant Hydrologist (Ground Water)	21	37100-91450	21	57100-147760	
8.	Deputy Director (Horticulture)	24	46060-98440	24	70850-158880	
9.	Senior Fisheries Expert in the cadre of Deputy Director	24	46060-98440	24	70850-158880	
10.	Superintendent	cc		cc		Common Category
11.	Senior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Andhra Pradesh Irrigation and Livelihood Improvement Project with JICA Assistance (APILIP, Phase-II)						
1.	Superintending Engineer	29	66330-108330	29	101970-174790	
2.	Executive Engineer	25	49870-100770	25	76730-162780	
3.	Deputy Director (Animal Husbandry)	25	49870-100770	25	76730-162780	
4.	Deputy Director (Horticulture)	24	46060-98440	24	70850-158880	
5.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
6.	Assistant Director (Fisheries)	21	37100-91450	22	61960-151370	
7.	Assistant Pay and Accounts Officer	22	40270-93780	22	61960-151370	
8.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
9.	Senior Assistant/ Senior Accountant	cc		cc		Common Category

38. (c). COMMISSIONERATE OF TENDERS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Special Commissioner					Cadre Post
1.	Commissioner	32	87130-110850	32	133900-179000	
2.	Chief Engineer (R&B) and Member COT	31	80930-110850	31	124380-179000	
3.	Superintending Engineer	29	66330-108330	29	101970-174790	
4.	Executive Engineer	25	49870-100770	25	76730-162780	
5.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
6.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
7.	Assistant Engineer	19	31460-84970	19	48440-137220	
8.	Superintendent	cc		cc		Common Category
9.	Senior Assistant	cc		cc		Common Category
10.	Junior Assistant	cc		cc		Common Category
11.	Steno - Typist	cc		cc		Common Category
12.	Office Subordinate (formerly Attender)	cc		cc		Common Category
13.	Office Subordinate (Supernumerary) (formerly Workers i.e., Erstwhile Employee of Hyderabad Allwyn Ltd.)	cc		cc		Common Category
14.	Watchman (Supernumerary) (formerly Workers i.e., Erstwhile Employee of Hyderabad Allwyn Ltd.)	cc		cc		Common Category
15.	Night Watchman	1	13000-40270	1	20000-61960	

38. (d). GROUND WATER AND WATER AUDIT DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	31	80930-110850	31	124380-179000	
2.	Joint Director	26	52590-103290	26	80910-166680	
3.	Executive Engineer (Mechanical)	25	49870-100770	25	76730-162780	
4.	Deputy Director (Hydrology)	24	46060-98440	24	70850-158880	
5.	Deputy Director (Hydrogeology)	24	46060-98440	24	70850-158880	
6.	Deputy Director (Geophysics)	24	46060-98440	24	70850-158880	
7.	Deputy Director (Water Analysis)	24	46060-98440	24	70850-158880	
8.	Research Officer (Water Analysis)	24	46060-98440	24	70850-158880	Ref: G.O.Ms. No. 127 Finance (SMPC) dated 6-5-2008
9.	Deputy Executive Engineer (Mechanical)	23	42490-96110	23	65360-154980	
10.	Assistant Director (Hydrology)	22	40270-93780	22	61960-151370	
11.	Assistant Director (Geophysics)	22	40270-93780	22	61960-151370	
12.	Assistant Director (Hydrogeology)	22	40270-93780	22	61960-151370	
13.	Assistant Director (Water Analysis)	21	37100-91450	22	61960-151370	
14.	Assistant Director (Hydrometeorology)	21	37100-91450	22	61960-151370	
15.	Assistant Director (Water Management)	21	37100-91450	21	57100-147760	
16.	Assistant Director (Statistics)	21	37100-91450	21	57100-147760	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Administrative Officer	21	37100-91450	21	57100-147760	
18.	Assistant Hydrogeologist	21	37100-91450	21	57100-147760	
19.	Assistant Geophysicist	21	37100-91450	21	57100-147760	
20.	Assistant Hydrologist	21	37100-91450	21	57100-147760	
21.	Assistant Executive Engineer (Mechanical)	21	37100-91450	21	57100-147760	
22.	Assistant Research Officer (Water Analysis)	21	37100-91450	21	57100-147760	Ref: G.O.Ms. No. 127 Finance (SMPC) dated 6-5-2008
23.	Assistant Hydrometeorologist	19	31460-84970	21	57100-147760	
24.	Assistant Chemist	19	31460-84970	21	57100-147760	
25.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
26.	Technical Assistant (Geophysics)	20	35120-87130	20	54060-140540	
27.	Technical Assistant (Hydrogeology)	20	35120-87130	20	54060-140540	
28.	Technical Assistant (Hydrology)	20	35120-87130	20	54060-140540	
29.	Assistant Statistician	19/17	31460-84970 (S.O.)/ 28940-78910 (if DSO is posted)	19/18	48440-137220 (S.O.)/ 45830-130580 (if DSO is posted)	
30.	Assistant Engineer (Civil)/ (Mechanical)	19	31460-84970	19	48440-137220	
31.	Drilling Supervisor	19	31460-84970	19	48440-137220	
32.	Senior Research Assistant/ Assistant Chemist	19	31460-84970	19	48440-137220	Ref: G.O.Ms. No. 127 Finance (SMPC) dated 6-5-2008

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
33.	Superintendent	cc		cc		Common Category
34.	Analyst	16	26600-77030	16	40970-124380	
35.	Computer Lab Analyst	16	26600-77030	16	40970-124380	
36.	Junior Research Assistant	14	24440-71510	14	37640-115500	Ref: G.O.Ms. No. 127 Finance (SMPC) dt. 6-5-2009
37.	Draughtsman Gr.-I	14	24440-71510	14	37640-115500	
38.	Senior Assistant	cc		cc		Common Category
39.	Laboratory Assistant	12	22460-66330	12	34580-107210	
40.	Draughtsman Grade.II	12	22460-66330	12	34580-107210	
41.	Supervisor (Allwyn)	12	22460-66330	12	34580-107210	
42.	Junior Technical Assistant	11	21230-63010	11	32670-101970	
43.	Junior Assistant	cc		cc		Common Category
44.	Telephone Operator	cc		cc		Common Category
45.	Typist	cc		cc		Common Category
46.	Junior Steno	cc		cc		Common Category
47.	Tracer	7	16400-49870	9	28280-89720	On par with same category (Tech Asst) in Engineering Depts
48.	Assistant Driller	9/8	18400-55410 (P)/ 17890-53950 (FE)	9/8	28280-89720 (P)/ 27500-87480 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
49.	Mechanic	9/5	18400-55410 (P)/ 15030-46060 (FE)	9/5	28280-89720 (P)/ 27500-87480 (FE)	
50.	Welder	9/5	18400-55410 (P)/ 15030-46060 (FE)	9/5	28280-89720 (P)/ 27500-87480 (FE)	
51.	Assistant Mechanic	8/4	17890-53950 (P)/ 14600-44870 (FE)	8/4	27500-87480 (P)/ 22460-72810 (FE)	
52.	Operator for Pumpset	8	17890-53950	8	27500-87480	
53.	Driver (H.V.)	cc		cc		Common Category
54.	Driver (L.V)	cc		cc		Common Category
55.	Ammonia Printing & Roneo Operator	cc		cc		Common Category
56.	Record Assistant	cc		cc		Common Category
57.	Blue Print/Xerox Operator	3	13780-42490	4	22460-72810	On par with same category in Engineering Depts
58.	Office Subordinate	cc		cc		Common Category
59.	Watchman	cc		cc		Common Category
60.	Watchman/Mali/Sweeper	cc		cc		Common Category
61.	Helper	1	13000-40270	1	20000-61960	
62.	Technical Bearer	1	13000-40270	1	20000-61960	
63.	Laboratory Attender	1	13000-40270	1	20000-61960	

38. (e). A.P. ENGINEERING RESEARCH LABORATORIES

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Chief Engineer/ Director	31	80930-110850	31	124380-179000	
2.	Joint Director	29	66330-108330	29	101970-174790	
3.	Deputy Director	25	49870-100770	25	76730-162780	
4.	Research Officer	25	49870-100770	25	76730-162780	
5.	Assistant Research Officer	23	42490-96110	23	65360-154980	
6.	Medical Officer	22	40270-93780	22	61960-151370	(On deputation from Medical & Health Dept.)
7.	Research Assistant	21	37100-91450	21	57100-147760	
8.	Technical Officer (Draughtsman Gr.I)	19	31460-84970	19	48440-137220	
9.	Superintendent	cc		cc		Common Category
10.	Accountant	cc		cc		Common Category
11.	Observer	19	31460-84970	19	48440-137220	
12.	Computer	17	28940-78910	17	44570-127480	
13.	Staff Nurse	15	25140-73270	16	40970-124380	deputation from M&H Dept.
14.	Assistant Technical Officer (Draughtsman Gr.II)	14	24440-71510	14	37640-115500	
15.	U.D. Steno	cc		cc		Common Category
16.	Senior Assistant	cc		cc		Common Category
17.	Turner & Mechinist	11 / 6	21230-63010 (PI)/ 15460-47330 (FE)	11 / 6	32670-101970 (PI)/ 23780-76730 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Pharmacist	9	18400-55410			Deputation from M&H Dept.
19.	Model Maistry	8	17890-53950	8	27500-87480	
20.	Carpenter Ist Class	8 / 6	17890-53950 (PI)/ 15460-47330 (FE)	8 / 6	27500-87480 (P)/ 23780-76730 (FE)	
21.	Mason	8 / 4/3	17890-53950 (PI)/ 14600-44870 (FE)/ 13780-42490 (UQ)	8 / 4/3	27500-87480 (PI)/ 22460-72810 (FE)/ 21200-65360 (UQ)	
22.	Copper & Blacksmith	8 / 4	17890-53950(P)/ 14600-44870 (FE)	8 / 4	27500-87480 (P)/ 22460-72810 (FE)	
23.	Assistant Computer	7	16400-49870	7	25220-80910	
24.	Junior Assistant	cc		cc		Common Category
25.	Steno-Typist	cc		cc		Common Category
26.	Typist	cc		cc		Common Category
27.	Shroff	cc		cc		Common Category
28.	Roneo Operator	cc		cc		Common Category
29.	Assistant Copper & Blacksmith	5 / 3	15030-46060 (PI)/ 13780-42490(FE)	5 / 3	23120-74770 (PI)/ 21200-65360 (FE)	
30.	Jamedar	cc		cc		
31.	Blue Print Operator	4	14600-44870	4	22460-72810	
32.	Laboratory Boy	2	13390-41380	2	20600-63660	
33.	Assistant Laboratory Boy	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
34.	Book Bearer	1	13000-40270	1	20000-61960	
35.	Cleaner	cc		cc		Common Category
36.	Office Subordinate (formerly Attender)	cc		cc		Common Category
37.	Watchman	cc		cc		Common Category
38.	Mali	cc		cc		Common Category
39.	Sweeper	cc		cc		Common Category
40.	Scavenger	cc		cc		Common Category
41.	Malan	cc		cc		Common Category
42.	Lascar	1	13000-40270	1	20000-61960	
Redeployed Employees of erstwhile Hyderabad Allwyn Limited						
1.	Supervisor (T)	10	19500-58330	10	29980-94500	

39. DEPARTMENT FOR WOMEN, CHILDREN, DISABLED AND SENIOR CITIZENS

39. (a). WOMEN DEVELOPMENT AND CHILD WELFARE DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	Cadre Post / 28	Cadre Post/ 61450-105810 (in case departmental officer is posted)	Cadre Post / 28	Cadre Post/ 94500-170580 (in case departmental officer is posted)	
2.	Joint Director	26	52590-103290	26	80910-166680	
3.	Deputy Director / Project Director, DW&CD	24	46060-98440	24	70850-158880	
4.	Accounts Officer	22	40270-93780	22	61960-151370	
5.	Civil Assistant Surgeon/Medical Officer (for Primary Health Centres) (from Health Department)					Drafted from M&H Dept.
6.	Assistant Director/ Assistant Project Director	21	37100-91450	21	57100-147760	
7.	Statistical Officer/ Health Instructor	20	35120-87130	20	54060-140540	
8.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
9.	Assistant Project Officer/ Child Development Project Officer/ Manager, R.Ware House/ Women and Child Welfare Officer	20	35120-87130	20	54060-140540	
10.	Administrative Officer (in the cadre of CDPO)	20	35120-87130	20	54060-140540	
11.	Superintendent	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
12.	Superintendent (working Women Hostels)	17	28940-78910	18	45830-130580	On par with Superintendents
13.	Nutritionist	16	26600-77030	16	40970-124380	
14.	Graduate Teacher/ School Assistant	14	24440-71510	15	38720-118390	
15.	Extension Officer, Grade-I (formerly Extension Officer/ Supervisor, Grade-I)	14	24440-71510	15	38720-118390	
16.	Superintendent (Collegiate Girls Home and Old Age Home)	14	24440-71510	15	38720-118390	
17.	Superintendent (Children Home)	14	24440-71510	15	38720-118390	
18.	Senior Assistant	cc		cc		Common Category
19.	Senior Steno	cc		cc		Common Category
20.	Social Worker	13	23100-67990	13	35570-109910	
21.	Non-Medical Assistant, Regional Child Home, Kadapa	13	23100-67990	13	35570-109910	
22.	Secondary Grade Teacher	11	21230-63010	12	34580-107210	On par with same category in School Edn Dept
23.	Maternity Assistant (WWB)/ANM	10	19500-58330	10	29980-94500	
24.	Instructor (Toy Making Unit)/Pre School Instructor	9	18400-55410	9	28280-89720	
25.	Instructor/Asst Instructor	9	18400-55410	9	28280-89720	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
26.	Craft Instructor (Service Home)	9	18400-55410	9	28280-89720	
27.	Case Worker (State Home East Godavari)	9	18400-55410	9	28280-89720	
28.	Balwadi Teacher/ Creche/ Balvihar/ T.D Creche/ W&CW Center Teacher	9	18400-55410	9	28280-89720	
29.	Typist	cc		cc		Common Category
30.	Store Keeper-cum-Typist	cc		cc		Common Category
31.	Junior Steno	cc		cc		Common Category
32.	Junior Assistant/ Junior Assistant-cum-Store Keeper/Junior Asst.-cum-Typist	cc		cc		Common Category
33.	Telephone Operator	cc		cc		Common Category
34.	Extension Officer, Grade-II (formerly Supervisor Grade-II)	8	17890-53950	8	27500-87480	
35.	Skilled Assistant	7	16400-49870	7	25220-80910	
36.	Matron/ Nurse-cum-Matron/Nurse/ Matron-cum-Store Keeper	6	15460-47330	6	23780-76730	
37.	Skilled Worker	6	15460-47330	6	23780-76730	
38.	Driver	cc		cc		Common Category
39.	Record Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
40.	Cook/Kitchen Assistant	2	13390-41380	2	20600-63660	
41.	Conductress	1	13000-40270	1	20000-61960	
42.	Ayah	1	13000-40270	1	20000-61960	
43.	Sevika	1	13000-40270	1	20000-61960	
44.	Helper	1	13000-40270	1	20000-61960	
45.	Attender -cum- Gardener/ Lab. Attender	1	13000-40270	1	20000-61960	
46.	Watchman/ Watchman-cum-Dhobi	1	13000-40270	1	20000-61960	

**39. (b). PERSONS WITH DIFFERENTLY ABLED, TRANSGENDER AND SENIOR CITIZENS
WELFARE DEPARTMENT**

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Commissioner	28	61450-105810	28	94500-170580	If Departmental Officer is posted
2.	Joint Director	26	52590-103290	26	80910-166680	
3.	Deputy Director	24	46060-98440	24	70850-158880	
4.	Principal	23	42490-96110	23	65360-154980	
5.	Accounts Officer	22	40270-93780	22	61960-151370	
6.	Assistant Director	21	37100-91450	21	57100-147760	
7.	Post Graduate Teacher	21	37100-91450	21	57100-147760	
8.	Physical Director	20	35120-87130	20	54060-140540	
9.	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
10.	Trained Graduate Teacher	19	31460-84970	19	48440-137220	
11.	Placement Officer	17	28940-78910	18	45830-130580	
12.	Superintendent	cc		cc		Common Category
13.	Superintendent (Home/Hostels)	cc		cc		Common Category
14.	Warden Grade I/ Matron Grade I	16	26600-77030	17	44570-127480	On par with Hostel Welfare Officer Gr-I of SC/ST/BC Welfare Departments
15.	Staff Nurse	15 / 11	25140-73270 (Q) / 21230-63010 (UQ)	16/11	40970-124380 (Q) / 32670-101970 (UQ)	
16.	Warden Gr.II/Matron Gr.II	14	24440-71510	15	38720-118390	On par with Hostel Welfare Officer Gr-II of SC/ST/BC Welfare Departments

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Senior Assistant/ Senior Accountant	cc		cc		Common Category
18.	Physical Education Teacher	13	23100-67990	13	35570-109910	
19.	S.G.B Teacher	13	23100-67990	13	35570-109910	
20.	Music/Drawing Teacher	13	23100-67990	13	35570-109910	
21.	Craft Instructor	13	23100-67990	13	35570-109910	
22.	Audiologist-cum- Speech Therapist	13	23100-67990	13	35570-109910	
23.	Drawing Teacher	13	23100-67990	13	35570-109910	
24.	Mobility Orientation Training Teacher	13	23100-67990	13	35570-109910	
25.	HSC Teacher	13	23100-67990	13	35570-109910	
26.	Junior Asst./Junior Accountant/Lower Division Store Keeper/Clerk-cum- Typist/Typist	cc		cc		Common Category
27.	Lower Division Steno	cc		cc		Common Category
28.	Driver	cc		cc		Common Category
29.	Shroff	cc		cc		Common Category
30.	Roneo Operator	cc		cc		Common Category
31.	Record Assistant	cc		cc		Common Category
32.	Cook	2	13390-41380	2	20600-63660	
33.	Office Subordinate (formerly Attender)/ Ayah/ Watchman/ Sweeper/ Kamati	cc		cc		Common Category

39. (c). JUVENILE WELFARE AND CORRECTIONAL SERVICES

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	28	61450-105810	28	94500-170580	
2.	Joint Director of Correctional Services	26	52590-103290	26	80910-166680	
3.	Dy. Director of Correctional Services	25	49870-100770	25	76730-162780	
4.	Chief Probation Superintendent	25	49870-100770	25	76730-162780	
5.	Civil Assistant Surgeon					Drafted from M&H Dept.
6.	Superintendent of Homes	21	37100-91450	21	57100-147760	
7.	Assistant Chief Probation Superintendent	21	37100-91450	21	57100-147760	
8.	Regional Inspector of Probation	21	37100-91450	21	57100-147760	
9.	Deputy Superintendent	19	31460-84970	19	48440-137220	
10.	Case Worker	19	31460-84970	19	48440-137220	
11.	District Probation Officer Gr.I	19	31460-84970	19	48440-137220	
12.	Junior Accounts Officer					Drafted from T&A Dept
13.	Office Superintendent	cc		cc		Common Category
14.	District Probation Officer, Grade-II/ Intake Probation Officer (District Probation Officer Grade.II)	17	28940-78910	18	45830-130580	On par with Superintendents
15.	Senior House Master	14	24440-71510	14	37640-115500	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Senior Assistant	cc		cc		Common Category
17.	Senior Accountant	cc		cc		Common Category
18.	Senior Stenographer	cc		cc		Common Category
19.	Pharmacist Grade-II	11	21230-63010	13	35570-109910	On par with same category in M&H Dept
20.	House Mother	12	22460-66330	12	34580-107210	
21.	Junior House Master	12	22460-66330	12	34580-107210	
22.	Auxiliary Nurse Mid-Wife	10	19500-58330	10	29980-94500	
23.	Matron Grade-I	10	19500-58330	10	29980-94500	
24.	Head Supervisor	10	19500-58330	10	29980-94500	
25.	Instructor (Crafts)	9	18400-55410	9	28280-89720	
26.	Head Master	9	18400-55410	9	28280-89720	
27.	Teacher	9	18400-55410	9	28280-89720	
28.	Physical Education Teacher	9	18400-55410	9	28280-89720	
29.	Junior Assistant	cc		cc		Common Category
30.	Junior Accountant	cc		cc		Common Category
31.	Typist	cc		cc		Common Category
32.	Band Master	6	15460-47330	6	23780-76730	
33.	Driver (L.V.)	cc		cc		Common Category
34.	Matron Grade-II	6	15460-47330	6	23780-76730	
35.	Supervisor	6	15460-47330	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
36.	Record Assistant	cc		cc		Common Category
37.	Cook	2	13390-41380	2	20600-63660	
38.	Male Nursing Orderly	1	13000-40270	1	20000-61960	
39.	Sweeper	cc		cc		Common Category
40.	Watchman	cc		cc		Common Category
41.	Dhobi	1	13000-40270	1	20000-61960	
42.	Barber	1	13000-40270	1	20000-61960	
43.	Scavenger	cc		cc		Common Category
44.	Sweeper-cum-Scavenger	cc		cc		Common Category
45.	Ayah	1	13000-40270	1	20000-61960	
46.	Office Subordinate	cc		cc		Common Category

39. (d). A.P. WOMEN'S COMMISSION

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Secretary to the Commission/ Administrative Officer					Scales shall be as applicable in parent Dept.
2.	Section Officer/ Superintendent					Scales shall be as applicable in parent Dept.
3.	P.S. to Chairperson	21	37100-91450	21	57100-147760	
4.	Senior Assistant	cc		cc		Common Category
5.	Steno - Typist	cc		cc		Common Category
6.	Office Subordinate (formerly Attender)	cc		cc		Common Category

40. YOUTH ADVANCEMENT, TOURISM AND CULTURE DEPARTMENT

40. (a). YOUTH SERVICES DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director					Cadre Post
2.	Joint Director (Spl. Grade Dy. Collector)	26	52590-103290	26	80910-166680	
3.	Deputy Director	24	46060-98440	24	70850-158880	
4.	Accounts Officer	22	40270-93780	22	61960-151370	
5.	Assistant Director	21	37100-91450	21	57100-147760	
6.	Assistant Accounts Officer/AAO	20	35120-87130	20	54060-140540	
7.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept.
8.	Superintendent	cc		cc		Common Category
9.	District Youth Welfare Officer	17	28940-78910			Suppressed vide G.O.Ms. No.12 YAT&C Dept dt. 20-06-2017
10.	Senior Assistant	cc		cc		Common Category
11.	Senior Accountant	cc		cc		Common Category
12.	Senior Steno	cc		cc		Common Category
13.	Teacher	9	18400-55410	9	28280-89720	
14.	Junior Steno	cc		cc		Common Category
15.	Junior Assistant	cc		cc		Common Category
16.	Typists	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17.	Drivers	cc		cc		Common Category
18.	Roneo Operator	cc		cc		Common Category
19.	Office Subordinate	cc		cc		Common Category
20.	Day Watchman	1	13000-40270	1	20000-61960	
21.	Sweeper	cc		cc		Common Category

40. (b). NATIONAL CADET CORPS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Deputy Director	24	46060-98440	24	70850-158880	
2.	Assistant Director (formerly know as Establishment Officer)	20	35120-87130	20	54060-140540	
3.	Training Officer (Naval)	19	31460-84970	19	48440-137220	
4.	Training Officer (AIR)	19	31460-84970	19	48440-137220	
5.	Superintendent	Cc		cc		Common Category
6.	Aeromodelling Instructor-Cum- Store Keeper	14/12	24440-71510 (P) / 22460-66330 (FE)	14/12	37640-115500 (P)/ 34580-107210 (FE)	
7.	Ship Modelling Mechanic-Cum-Store Keeper	14/12	24440-71510 (P) / 22460-66330 (FE)	14/12	37640-115500 (P)/ 34580-107210 (FE)	
8.	Senior Assistant	Cc		cc		
9.	Junior Assistant	Cc		cc		Common Category
10.	Typist	Cc		cc		Common Category
11.	Driver (HV)	Cc		cc		Common Category
12.	Driver (LV)	Cc		cc		Common Category
13.	Record Assistant	Cc		cc		Common Category
14.	Saddler	4 / 2	14600-44870 (P)/ 13390-41380 (FE)	4 / 2	22460-72810 (P)/ 20600-63660 (FE)	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
15.	Farrier	4 / 2	14600-44870 (P)/ 13390-41380 (FE)	4 / 2	22460-72810 (P)/ 20600-63660 (FE)	
16.	Cook	2	13390-41380	2	20600-63660	
17.	Office Subordinate	Cc		cc		Common Category
18.	Lascar	1	13000-40270	1	20000-61960	
19.	Chowkidar	Cc		cc		Common Category
20.	Sweeper	Cc		cc		Common Category
21.	Mali	Cc		cc		Common Category
22.	Chowkidar-cum-Sweeper	1	13000-40270	1	20000-61960	

40. (c). ARCHAEOLOGY AND MUSEUMS DEPARTMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Director	29	66330-108330	29	101970-174790	
2.	Deputy Director (Engineering) (formerly Archaeological Engineer)	24	46060-98440	24	70850-158880	
3.	Deputy Director (Administration) (formerly Chief Administrative Officer)	24	46060-98440	24	70850-158880	
4.	Deputy Director (Technical) (formerly Chief Epigraphical Officer, Chief Museum Officer & Chief Technical Officer)	24	46060-98440	24	70850-158880	
5.	Deputy Director (Archaeological Chemistry) (Formerly Chief Chemist)	24	46060-98440	24	70850-158880	
6.	Assistant Director (Administration)	21	37100-91450	21	57100-147760	
7.	Assistant Director (Technical)	21	37100-91450	21	57100-147760	
8.	Assistant Director (Engineering)	21	37100-91450	21	57100-147760	
9.	Assistant Director (Archaeological Chemistry)	21	37100-91450	21	57100-147760	
10.	Librarian (Gazetted)	21	37100-91450	21	57100-147760	
11.	Technical Assistant	19	31460-84970	19	48440-137220	
12.	Assistant Staphathy	19	31460-84970	19	48440-137220	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Draughtsman (Excavation)	19	31460-84970	19	48440-137220	
14.	Conservation Assistant	19	31460-84970	19	48440-137220	
15.	Office Assistant	17	28940-78910	18	45830-130580	On par with Superintendent
16.	Superintendent	cc		cc		Common Category
17.	Special Category Steno	cc		cc		Common Category
18.	Librarian	17	28940-78910	18	45830-130580	On par with Asst Librarian Gr-I in Public Libraries
19.	Chemist	17	28940-78910	17	44570-127480	
20.	Assistant Chemist	16	26600-77030	16	40970-124380	
21.	Senior Assistant/ Accountant/ U.D. Store Keeper/2nd Gr. Clerk	cc		cc		Common Category
22.	Senior Stenographer	cc		cc		Common Category
23.	Senior Caretaker	14 / 12	24440-71510 (P)/ 22460-66330 (FE)	14 / 12	37640-115500 (P)/ 34580-107210 (FE)	
24.	Senior Photographer	12	22460-66330	12	34580-107210	
25.	Draughtsman (Conservation)	12	22460-66330	12	34580-107210	
26.	Keeper of Estampages	11	21230-63010	11	32670-101970	
27.	Caretaker	9	18400-55410	9	28280-89720	
28.	Junior Assistant	cc		cc		Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
13.	Draughtsman (Excavation)	19	31460-84970	19	48440-137220	
29.	Typist	cc		cc		Common Category
30.	Junior Stenographer	cc		cc		Common Category
31.	Tracer	8	17890-53950	9	28280-89720	On par with Tech Asst in Engineering Depts
32.	Maistry (formerly Mason Maistry, Grade-I)	8 / 4	17890-53950 (P) / 14600-44870 (FE)	8 / 4	27500-87480 (P) / 22460-72810 (FE)	
33.	Photographer	8	17890-53950	8	27500-87480	
34.	Supervisor Gr.II	8	17890-53950	8	27500-87480	
35.	Electrician	8	17890-53950	8	27500-87480	
36.	Driver (H.V)	cc		cc		Common Category
37.	Photo Assistant	8	17890-53950	8	27500-87480	
38.	Foreman	6	15460-47330	6	23780-76730	
39.	Lab. Technician	6	15460-47330	6	23780-76730	
40.	Driver (L.V.)	cc		cc		Common Category
41.	Record Assistant	cc		cc		Common Category
42.	Roneo Operator	cc		cc		Common Category
43.	Binder	4	14600-44870	4	22460-72810	
44.	Estampage Taker	4	14600-44870	4	22460-72810	
45.	Carpenter	4	14600-44870	4	22460-72810	
46.	Head Chowkidar	2	13390-41380	3	21200-65360	Common Category

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
47.	Head Mali	cc		cc		Common Category
48.	Chainman	cc		cc		Common Category
49.	Lab. Attender	2	13390-41380	2	20600-63660	
50.	Water Pump Operator	2	13390-41380	2	20600-63660	
51.	Dark Room Boy	2	13390-41380	2	20600-63660	
52.	Dafedar	cc		cc		Common Category
53.	Maistry (formerly Maistry Grade-II/ Explorer)	1	13000-40270	1	20000-61960	
54.	Monument Attendant	1	13000-40270	1	20000-61960	
55.	Chowkidar	cc		cc		Common Category
56.	Mali/Malan/ Gardener	cc		cc		Common Category
57.	Watchman/Watchman-cum-Sweeper	cc		cc		Common Category
58.	Office Subordinate	cc		cc		Common Category
59.	Scavenger	cc		cc		Common Category
60.	Sweeper	cc		cc		Common Category
61.	Jawan	1	13000-40270	1	20000-61960	
62.	Hawalदार	1	13000-40270	1	20000-61960	
63.	Jaroo Baksh	1	13000-40270	1	20000-61960	
Employees Redeployed From erstwhile Hyderabad Allwyn Ltd.						
1.	Workers	1	13000-40270	1	20000-61960	

41. WORK CHARGED ESTABLISHMENT

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
ROADS & BUILDINGS/ IRRIGATION & COMMAND AREA DEVELOPMENT/PUBLIC HEALTH/GROUND WATER DEPARTMENT/ URBAN LOCAL BODIES						
I. UN-SKILLED						
1.	Sluiceman	2	13390-41380	2	20600-63660	
2.	Mazdoor (Gang Mazdoor)	1	13000-40270	1	20000-61960	
3.	Lascar (Mazdoor)	1	13000-40270	1	20000-61960	
4.	Sweeper (Mazdoor)	1	13000-40270	1	20000-61960	
5.	Scavenger (Mazdoor)	1	13000-40270	1	20000-61960	
6.	Washerman (Mazdoor)	1	13000-40270	1	20000-61960	
7.	Mali (Gardens)	1	13000-40270	1	20000-61960	
8.	Mazdoor (Laboratory)	1	13000-40270	1	20000-61960	
9.	Watchman (Watch & Ward)	1	13000-40270	1	20000-61960	
10.	Head Mazdoor (Mazdoor)	2	13390-41380	2	20600-63660	
11.	Gardener Grade-II (Gardens)	2	13390-41380	2	20600-63660	
12.	Helper (Rest House Estt.)	1	13000-40270	1	20000-61960	
13.	Boat Khalasi (Floating Plant)	1	13000-40270	1	20000-61960	
14.	Dredger Helper, Gr.II (1986)	1	13000-40270	1	20000-61960	
15.	Cleaner (Operational HV)	1	13000-40270	1	20000-61960	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
16.	Cleaner (Operational Construction Equipment)	1	13000-40270	1	20000-61960	
17.	Guardman (Watch & Ward)	1	13000-40270	1	20000-61960	
18.	Room Boy (Rest House Estt.)	1	13000-40270	1	20000-61960	
19.	Water Supply Lineman (Executive)	1	13000-40270	1	20000-61960	
20.	Work Inspector Grade-V (Executive)	1	13000-40270	1	20000-61960	
21.	Helper Grade-II (Repairs)	1	13000-40270	1	20000-61960	
22.	Helper Grade-II (Workshops and Construction)	1	13000-40270	1	20000-61960	
23.	Helper Gr.II (Drilling)	1	13000-40270	1	20000-61960	
24.	Helper Gr.II (Electrical)	1	13000-40270	1	20000-61960	
25.	Attendant (Telephone & Wireless)	1	13000-40270	1	20000-61960	
26.	Oilman	1	13000-40270	1	20000-61960	
27.	Signaller	1	13000-40270	1	20000-61960	
28.	Petroller	1	13000-40270	1	20000-61960	
29.	Firemen (Floating Plant)	1	13000-40270	1	20000-61960	
III. SKILLED CLASS-V						
30.	Gardener Gr.I (Gardens)	4	14600-44870	4	22460-72810	
31.	Helper Gr.I (Repairs)	3	13780-42490	3	21200-65360	
32.	Helper Gr.I (Workshops & Construction)	3	13780-42490	3	21200-65360	
33.	Helper Gr.I (Drilling)	3	13780-42490	3	21200-65360	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
34.	Helper Gr.I (Electrical)	3	13780-42490	3	21200-65360	
35.	Dredger Helper, Gr.I / Boat Sarang	3	13780-42490	3	21200-65360	
36.	Sergeant (Watch & Ward)	2	13390-41380	2	20600-63660	
37.	Cook Gr.II (Rest House Estt.)	2	13390-41380	2	20600-63660	
38.	Boat Sarang (Floating Plant)	2	13390-41380	2	20600-63660	
39.	Lab. Attendant (Laboratory)	2	13390-41380	2	20600-63660	
40.	Rigger Gr.III/Mopala Gr.III	2	13390-41380	2	20600-63660	
41.	Lineman (Telephones)	2	13390-41380	2	20600-63660	
42.	Wireless Messenger	2	13390-41380	2	20600-63660	
43.	Telephone Messenger	2	13390-41380	2	20600-63660	
44.	Operator Gr.V (Operational Construction Equipment)	2	13390-41380	2	20600-63660	
45.	Hookmen	2	13390-41380	2	20600-63660	
<u>IV. SKILLED CLASS IV</u>						
46.	L.V. Driver Gr.II (Operational LV)	6	15460-47330	6	23780-76730	
47.	Operator Gr.IV (Operational Construction Equipment)	5	15030-46060	5	23120-74770	
48.	Telephone Operator (Telephone & Wireless)	4/5		4/5	22460-72810 / 23120-74770	Pay grade 5 applicable to those who were in the pay scale of ₹.2990-5810 in 1999 RPS

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
49.	Machinist Gr.III (Workshops & Construction)	7	16400-49870	7/4	25220-80910 (P)/ 22460-72810. (F.E.)	
50.	Cook Gr.I (Rest House Estt.)	4	14600-44870	4	22460-72810	
51.	Butler (Rest House Estt.)	4	14600-44870	4	22460-72810	
52.	Rigger/Mopala Gr.II	4	14600-44870	4	22460-72810	
53.	Dark Room Asst. (Photography)	4	14600-44870	4	22460-72810	
54.	Fitter Gr.II (Repairs)	4	14600-44870	4	22460-72810	
55.	Blacksmith	4	14600-44870	4	22460-72810	
56.	Tradesman Gr.III (Workshops and Construction)	4	14600-44870	4	22460-72810	
57.	Painter	4	14600-44870	4	22460-72810	
58.	Turner Gr.III (Workshops & Construction)	4	14600-44870	4	22460-72810	
59.	Welder	4	14600-44870	4	22460-72810	
60.	Fitter Gr.III (Workshops & Construction)	4	14600-44870	4	22460-72810	
61.	Moulder	4	14600-44870	4	22460-72810	
62.	Drilling Operator Gr.III (Drilling)	4	14600-44870	4	22460-72810	
63.	Wireman Gr.II (Electrical)	4	14600-44870	4	22460-72810	
64.	Electrician Gr.II (Electrical)	4	14600-44870	4	22460-72810	
65.	Plumber	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
66.	Mechanic, Grade-IV	4	14600-44870	4	22460-72810	
67.	Pump Mechanic, Gr.II	4	14600-44870	4	22460-72810	
68.	Receptionist	4	14600-44870	4	22460-72810	
V. SKILLED CLASS II						
68.	H.V. Driver Gr,II (Operational H.V)	8	17890-53950	8	27500-87480	
69.	Work Inspector, Grade-IV (Previously Known as Work Inspector Gr.III)	7	16400-49870	7	25220-80910	
70.	Machinist Gr.II (Workshop and Construction)	8	17890-53950	8/6	27500-87480 (P)/ 23780-76730 (FE)	
71.	L.V. Driver, Gr.I (Operational L.V)	6	15460-47330	6	23780-76730	
72.	Operator Gr.III (O.C.E)	6	15460-47330	6	23780-76730	
73.	Fitter Gr.II (Workshop &Construction)	6	15460-47330	6	23780-76730	
74.	Rigger, Gr.I (Executive)	5	15030-46060	6	23780-76730	
75.	Rigger, Gr.I (Rigger)/ Mopala Gr.I	5	15030-46060	6	23780-76730	
76.	Wireless Operator	5	15030-46060	6	23780-76730	
77.	Caretaker (Rest House Esst.)	5	15030-46060	6	23780-76730	
78.	Tradesman Gr.II (Workshop and Construction)	5	15030-46060	6	23780-76730	
79.	Carpenter	5	15030-46060	6	23780-76730	
80.	Turner Gr.II (Workshop & Construction)	5	15030-46060	6	23780-76730	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
81.	Fitter Gr.I (Repairs)	5	15030-46060	6	23780-76730	
82.	Drilling Operator Gr.II(Drilling)	5	15030-46060	6	23780-76730	
83.	Wireman Gr.I (Electrical1)	5	15030-46060	6	23780-76730	
84.	Generator Operator	5	15030-46060	6	23780-76730	
85.	Mason Grade-III	5	15030-46060	6	23780-76730	
86.	Electrician	5	15030-46060	6	23780-76730	
87.	Lab Assistant	5	15030-46060	6	23780-76730	
88.	Hammerman	5	15030-46060	6	23780-76730	
89.	Flood Gate Operator	5	15030-46060	6	23780-76730	
90.	Assistant Launch Driver (Floating Plant)	5	15030-46060	6	23780-76730	
91.	Assistant Launch Sarang (Floating Plant)	5	15030-46060	6	23780-76730	
92.	Dredger Sarang, Gr.I	5	15030-46060	6	23780-76730	
93.	Assistant Dredger Operator/ Dredger Sarang/Dredger Engine Driver, Gr.III/ Dredger Sarang, Gr.II	4	14600-44870	6	23780-76730	
VI. SKILLED CLASS II						
95.	Machinist Gr.I (Workshop and Construction)	9	18400-55410	9/7	28280-89720 (P)/ 25220-80910 (F.E.)	
96.	Fitter Gr.I (Workshop & Construction)	8	17890-53950	8/7	27500-87480 (P)/ 25220-80910 (F.E.)	
97.	Tradesman Gr.I (Workshop and Construction)	7	16400-49870	7	25220-80910	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
98.	Mason, Grade-II	7	16400-49870	7	25220-80910	
99.	Turner Gr.I (Workshop and Construction)	7	16400-49870	7	25220-80910	
100.	Drilling Operator Gr.I (Drilling)	7	16400-49870	7	25220-80910	
101.	Lineman (Electrical)	7	16400-49870	7	25220-80910	
102.	Electrician (Electrical)	7	16400-49870	7	25220-80910	
103.	Maistry	7	16400-49870	7	25220-80910	
104.	Mechanic Gr.III (Repairs)	5	15030-46060	7	25220-80910	
VII. SKILLED CLASS-I						
105.	Work Inspector Gr.III (Previously Known as Work Inspector Gr.II)	9	18400-55410	9	28280-89720	
106.	H.V. Driver Gr.I (Operational H.V)	8	17890-53950	8	27500-87480	
107.	Operator Gr.II (Operational Construction Equipment)	8	17890-53950	8	27500-87480	
108.	Compressor Operator, Grade-II	7	16400-49870	8	27500-87480	
109.	Launch Driver (Floating Plant)	7	16400-49870	8	27500-87480	
110.	Mechanic Gr.II (Repairs)	7	16400-49870	8	27500-87480	
111.	Launch Sarang (Floating Plant)	7	16400-49870	8	27500-87480	
112.	Dredger Operator, Gr.II/Dredger Engine Driver, Gr.II	6	15460-47330	8	27500-87480	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
VIII. HIGLY SKILLED CLASS-IV						
113.	Lab. Assistant (Laboratory)	11	21230-63010	12	34580-107210	
114.	Line Inspector (Telephone & Wireless)	11	21230-63010	11	32670-101970	
115.	Work Inspector Grade.II (Previously Known as Work Inspector Grade.I)	11	21230-63010	11	32670-101970	
116.	Operator Grade.I (Operational and Construction Equipment)	9	18400-55410	9	28280-89720	
117.	Compressor Operator, Grade-I	8	17890-53950	9	28280-89720	
118.	Mechanic Gr.I (Repairs)	8	17890-53950	9	28280-89720	
119.	Tradesman Special Grade (Workshop & Construction)	8	17890-53950	9	28280-89720	
120.	Mason, Grade-I	8	17890-53950	9	28280-89720	
121.	Turner Special Grade (Workshop & Construction)	8	17890-53950	9	28280-89720	
122.	Mechanist Special Grade (Workshop & Construction)	8	17890-53950	9	28280-89720	
123.	Fitter Special Grade (Workshop & Construction)	8	17890-53950	9	28280-89720	
124.	Line Inspector (Electrical)	8	17890-53950	9	28280-89720	
125.	Asst. Wireless Operator	7	16400-49870	9	28280-89720	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
126.	Dredger Operator, Gr.I/Dredger Engine Driver, Gr.I	7	16400-49870	9	28280-89720	
IX. HIGHLY SKILLED CLASS.III - NIL						
X. HIGHLY SKILLED CLASS.II						
127.	Operator Special Grade (Operational & Construction Equipment)	11	21230-63010	11	32670-101970	
128.	Mechanic Special Grade (Repairs)	11	21230-63010	11	32670-101970	
129.	Dredger Operator, Spl. Grade	9	18400-55410	11	32670-101970	
130.	Wireless Operator (T&W)	8	17890-53950	11	32670-101970	
XI. HIGHLY SKILLED CLASS-I						
131.	Work Inspector Grade-I (Previously Known as Work Inspector Spl.Gr.)	13	23100-67990	13	35570-109910	
132.	Assistant Foreman (Repairs)	12	22460-66330	12	34580-107210	
133.	Photographer (Photography)	11	21230-63010	12	34580-107210	
134.	Asst. Foreman (Workshop & Construction)	11	21230-63010	12	34580-107210	
135.	Lab Assistant (Technical)	11	21230-63010	12	34580-107210	
136.	Wireless Operator Spl. Grade/ Wireless Mechanic Spl. Grade	10	19500-58330	12	34580-107210	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
XII. SUPERVISORY						
137.	Supervisor	14	24440-71510	14	37640-115500	
138.	Foreman (Repairs)	14	24440-71510	14	37640-115500	
139.	Foreman (workshop & Construction)	14	24440-71510	14	37640-115500	
140.	Foreman (Telephone & Woreless)	13	23100-67990	14	37640-115500	
PANCHAYAT RAJ ENGINEERING DEPARTMENT						
1.	Electrician	9	18400-55410	9	28280-89720	
2.	Work Inspector Gr.III	9	18400-55410	9	28280-89720	
3.	Road Roller Driver	8	17890-53950	8	27500-87480	
4.	Mechanic Gr.II	7	16400-49870	8	27500-87480	
5.	Mechanical Surveyor	7	16400-49870	7	25220-80910	
6.	Fitter Gr.I	6	15460-47330	6	23780-76730	
7.	Driver Gr.I (LV)	6	15460-47330	6	23780-76730	
8.	Store Asst./ Surveyor Asst.	4	14600-44870	4	22460-72810	
9.	Helper Gr.II	1	13000-40270	1	20000-61960	
10.	Cleaner	1	13000-40270	1	20000-61960	
11.	Gang Mazdoor	1	13000-40270	1	20000-61960	
12.	Sweeper	1	13000-40270	1	20000-61960	
13.	Watchman/ Sweeper	1	13000-40270	1	20000-61960	
ENGINEERING RESEARCH LABORATORIES						
1.	Lab Assistant	11	21230-63010	12	34580-107210	
2.	Mechanic Special Grade	11	21230-63010	11	32670-101970	
3.	Line Inspector	8	17890-53950	9	28280-89720	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
4.	Driver Gr.I (HV)	8	17890-53950	8	27500-87480	
5.	Driver Gr.II (HV)	8	17890-53950	8	27500-87480	
6.	Launch Driver	8	17890-53950	8	27500-87480	
7.	Driver Gr.I (LV)	6	15460-47330	6	23780-76730	
8.	Driver Gr.II (LV)	6	15460-47330	6	23780-76730	
9.	Operator Grade.-IV (Pump - 1)	6	15460-47330	6	23780-76730	
10.	Trademan Gr.II (Mason 2)	5	15030-46060	6	23780-76730	
11.	Operator Gr.III (OCE) (Pump-1, Xerox -1)	5	15030-46060	6	23780-76730	
12.	D.G. Operator	5	15030-46060	6	23780-76730	
13.	Auto Electrician Gr.II	4	14600-44870	4	22460-72810	
14.	Helper Gr.I	3	13780-42490	3	21200-65360	
15.	Lab.Attendent	2	13390-41380	2	20600-63660	
16.	Boat-Sarang	2	13390-41380	2	20600-63660	
17.	Head Mazdoor	2	13390-41380	2	20600-63660	
18.	Cleaner (Pump)	1	13000-40270	1	20000-61960	
19.	Mazdoor	1	13000-40270	1	20000-61960	
20.	Watchman	1	13000-40270	1	20000-61960	
21.	Helper Gr.II	1	13000-40270	1	20000-61960	
PROJECT ESTABLISHMENT OF SRISAILAM PROJECT						
1.	Signal Man Grade-I	6	15460-47330	6	23780-76730	
2.	Operator Grade-III (OCE)	5	15030-46060	6	23780-760	
3.	Driller	4	14600-44870	4	22460-72810	
4.	Signal Man Grade-II	4	14600-44870	4	22460-72810	

Sl. No.	Category	Existing		Revised		Remarks
		Grade	Pay Scale (₹.)	Grade	Pay Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.	Fitter Grade-II (Repairs)	4	14600-44870	4	22460-72810	
COMMISSIONERATE OF TENDERS (NEW)						
1.	Driver Grade - II	6	15460-47330	6	23780-76730	
2.	Night Watchman	1	13000-40270	1	20000-61960	



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-IV



ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-IV

ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner

PREFACE

The Pay Revision Commissioner, 1993 suggested appointment of a Committee to have an in-depth review of the existing service rules and to formulate revised service rules for all the Non-teaching posts in the Universities including Regional Engineering College, Warangal.

Government, in G.O. Ms. No. 349, Education (UE) Department dated 01-10-1993, constituted a Committee under the Chairmanship of Prof. N. Balakrishna Reddy, the then Chairman of A.P. State Council of Higher Education to review the existing service rules and formulate revised service rules for all the Non-teaching posts in the Universities. The said Committee submitted its report on 21-2-1995.

The Government have subsequently referred the recommendations of the Prof. N. Balakrishna Reddy Committee to a newly constituted One Man Committee constituted vide G.O. Rt. No. 8240, General Administration Special (A) Department dated 14.12.2005 with the following stipulations and Terms of Reference:

1. The designation recommended to be adopted for the posts in the Universities shall be in harmony with the designations existing in the Govt. for similar posts.
2. There shall not be any variation in the Pay Scales of Non-teaching posts of the Universities compared to similar posts in the Government.
3. Standardization of cadre strength.
4. The need to have a centralized agency to oversee, guide and regulate future creation of posts, hierarchy, designation etc., to avoid anomalies that have arisen in the past.
5. Recommendations of Service Rules.

The One Man Committee submitted its recommendations to the Government. However no orders appear to have been issued by the Government in this regard.

We find that the issue of assignment of appropriate pay scales to the non-teaching staff of the Universities is being included by the Government in the Terms of Reference of successive Pay Revision Commissions thereafter.

All the State Universities have been established under statutes enacted by the State Legislature. Each one of them is an administratively autonomous entity. The Service Rules and conditions of service of the non-teaching staff are formulated by way of Statutes and Bye-laws approved by the Executive Councils of the respective Universities. As such these Service Rules differ from University to University. Hence one

finds multiplicity of designations of posts even in the same functional branch across various Universities. Many of these posts with the same/similar designations also differ in their entry level qualification requirements, feeder and promotion categories etc. from University to University. These complications make it difficult to equate these posts with the corresponding posts in the Government Departments for the purpose of assignment of pay scales. Keeping these difficulties in view, the Commission has adopted the following approach:

- (i) To assign common pay-scales to such of the non-teaching University staff in respect of whom the Service Rules and designations are the same across various Universities. In case such posts have equivalent categories in the Government, the same pay scale, as assigned to the corresponding equivalent categories in the Government, have been assigned.
- (ii) In respect of the other designations, we have examined the appropriateness of the existing pay scales assigned and modified them wherever required.
- (iii) The representations received from certain categories of employees have been discussed and our recommendations thereon have been recorded.

The Commission recommends that a Model set of Service Rules encompassing all the non-teaching categories of the Universities may be got prepared by the State Council of Higher Education in consultation with the Universities and circulated to all the State Universities for adoption with marginal modifications, if necessary.

The State of Andhra Pradesh boasts of the following State Universities established under Statutes passed by the State Legislature:

1. Acharya NG Ranga Agricultural University, Lam, Guntur
2. Acharya Nagarjuna University, Guntur
3. Adikavi Nannaya University, Rajamahendravaram
4. Andhra University, Visakhapatnam
5. Damordaram Sanjeevayya National Law University, Visakhapatnam
6. Dr. B.R. Ambedkar University, Srikakulam
7. Dr. N.T.R. University of Health Sciences, Vijayawada
8. Dr. Y.S.R. Horticulture University, West Godavari District
9. Gurajada Apparao University, Vizianagaram
10. Jawaharlal Nehru Technological University, Anantapuramu
11. Jawaharlal Nehru Technological University, Kakinanda
12. Krishna University, Machalipatnam

13. Moulavi (Dr.) Abdul Haq Urdu University
14. Rajiv Gandhi University of Knowledge Technology, Guntur District
15. Rayalaseema University, Kurnool
16. Sri Krishna Devaraya University, Ananthapuramu
17. Sri Venkateswara University, Tirupathi
18. Sri Venkateswara Veterinary University, Tirupathi
19. Sri Venkateswara Vedic University, Tirupathi
20. Vikaram Simhapuri University, Nellore
21. Yogi Vemana Univeristy, Kadapa
22. Sri Venkateswar Institute of Medical Sciences

The following Universities situated in the State of Andhra Pradesh have been included in the Tenth Schedule of Act 6 of 2014 (The Andhra Pradesh State Reorganization Act):

1. Dravidian University, Kuppam
2. Sri Padmavathi Mahila University, Tirupathi

Dr. B.R. Ambdekar Open University and Potti Sri Ramulu Telugu University, situated in Hyderabad, have also been included in the Tenth Schedule of Act 6 of 2014.

In respect of Sri Venkateswara Institute of Medical Sciences (SVIMS), we find from its statute that the Governing Council is competent to make regulations, with the prior approval of the Government, relating to the salaries and allowances and service conditions of its employees. However no such Regulation appears to have been made so far. The Registrar of SVIMS has reported that the University has adopted pay scales in comparison with those in the Government/TTD/NIMS, subject to approval by the Executive Board and the Governing Council. On examination of the information furnished by the University we find that the pay scales adopted by SVIMS in respect of several categories of staff are different, many categories in fact higher, than those obtaining for equivalent posts in the Government departments. We also observe that neither the previous PRCs have recommended pay scales for the employees of SVIMS nor the Government has approved any scales for them. In fact the Government provides only a token budgetary Grant-in-Aid to SVIMS, the figures for the 2018-19 (RE) and 2019-20 (BE) being Rs.45 lakh and Rs.20 lakh respectively. In view of this we have not taken up the exercise of fixation of pay scales for the non-teaching staff of SVIMS.

The pay scales assigned to the non-teaching staff in the other Universities mentioned above have been indicated in this Volume of our Report. Volume-IV comprises of two Parts. Part-I contains a Table showing the existing and revised pay scales/pay grades assigned to those categories of non-teaching staff which are common to all Universities in the State. We have also included in this Part our recommendations, University wise, on the specific representations made to us for improved pay scales by certain categories of staff. In Part-II of this Volume, we have two Schedules as follows:

- Schedule-I : A Table showing the existing and revised Pay Grades (1 to 32) and the corresponding Pay Scales.
- Schedule-II : Contains details of pay scales/ grades assigned by the 10th Pay Revision Commission to different categories of posts borne on the cadres of various Departments as well as the revised scales/ grades assigned by this Commission.

The columns titled 'Revised- Grade and Scale' in Schedule- II of this Volume-IV incorporates all the recommendations of this Commission, relating to revision of pay scales/ grades made in Part-I. In certain cases, where equivalent/ same posts have been encountered in other Universities, they have also been assigned par scales/ grades in Schedule-II. In case, any category of post in any University finds no discussion in Part-I and also does not find place in Schedule -II of Part-II, such category should be assigned corresponding pay scale/ grade, as indicated in Schedule-I (of Part-II).

List of Abbreviation used

1. E.I./P.I./E.I.P. : Existing Incumbent/ Present Incumbent/Existing Incumbent-
Personal
2. F.E. : Future Entrant
3. (P) : Personal to the existing/present incumbent (s)
4. (Q) : Qualified
5. (U.Q.) : Unqualified

INDEX
PART-I

Sl. No.	University	Page No.
(1)	(2)	(3)
01.	Posts common to all Universities	1
02.	Acharya N.G. Ranga Agricultural University	4
03.	Andhra University	6
04.	Sri Padmavathi Mahila University	9
05.	Sri Venkateswara University	11
06.	Sri Venkateswara Veterinary University	15
07.	Yogi Vemana University	17

INDEX
PART-II
(Schedule of Universities)

Sl. No.	University	Page No.
(1)	(2)	(3)
i.	Schedule – I	21
01.	Acharya N.G. Ranga Agricultural University, Lam	26
02.	Acharya Nagarjuna University, Guntur	36
03.	Adikavi Nannaya University, Rajamahendravaramu	40
04.	Andhra University, Visakhapatnam	41
05.	Damodaram Sanjivayya Law University, Visakhapatnam	58
06.	Dr. Abdul Haq Urdu University, Kurnool	59
07.	Dr. B. R.Ambedkar University, Srikakulam	60
08.	Dr. N.T.R. University of Health Sciences, Vijayawada	61
09.	Dr. YSR Horticulture University, Venkataramannagudem	63
10.	Dravidian University, Kuppam	66
11.	Jawaharlal Nehru Technological University, Anantapuramu	68
12.	Jawaharlal Nehru Technological University, Kakinada	74
13.	Krishna University, Machilipatnam	77
14.	Rajiv Gandhi Institute of Knowledge Technology, Kunchanpalli	78
15.	Rayalaseema University, Kurnool	81
16.	Sri Krishna Devaraya University, Anantapuramu	82
17.	Sri Padmavathi Mahila Viswavidyalayam, Tirupati	87
18.	Sri Venkateswara University, Tirupati	91
19.	Sri Venkateswara Vedic University, Tirupati	105
20.	Sri Venkateswara Veterinary University, Tirupati	106
21.	Vikrama Simhapuri University, Nellore	112
22.	Yogi Vemana University, Kadapa	113
23.	Special Pays and Allowances	115
24.	List of Associations / Individuals	118

PART - I

POSTS COMMON TO UNIVERSITIES

There are certain posts which are common to most of the Universities and which have equivalent categories in the Government Departments. The Commission assigns these categories the pay scales shown below:

Sl. No.	Post in University	Equivalent Post in Government	Grade	Existing Scale ₹.	Grade	Revised Scale ₹.
A. Administrative Wing						
1.	Joint Registrar	Joint Director	26	52590-103920	26	80910-166680
2.	Deputy Registrar	Deputy Director	24	46060-98440	24	70850-158880
3.	Accounts Officer	Accounts Officer	22	40270-93780	22	61960-151370
4.	Assistant Registrar	Assistant Director	21	37100-91450	21	57100-147760
5.	Superintendent/ Store Keeper Grade I	Superintendent/ Store Keeper Grade I	17	28940-78910	18	45830-130580
6.	Private Secretary to Vice Chancellor/ Secretary to Vice Chancellor	Special Category Stenographer	17	28940-78910	18	45830-130580
7.	Personal Assistant to Vice Chancellor/ Personal Assistant to Registrar/ Personal Assistants (in the category of Senior Stenographer)	Senior Stenographer	12	22460-66330	14	37640-115500
8.	Senior Assistant/ Store Keeper Grade II	Senior Assistant/ Store Keeper Grade II	12	22460-66330	14	37640-115500

9.	Junior Assistant/ Lower Division Clerk/Typist/ Junior Steno/ L.D. Steno/ Store Keeper Grade III/ Junior Assistant cum Telephone Operator	Junior Assistant/ Lower Division Clerk/Typist/ Junior Steno/ L.D. Steno/ Store Keeper Grade III/ Junior Assistant cum Telephone Operator	07	16400- 49870	09	28280- 89720
10.	Driver H.V.	Driver H.V.	08	17890- 53950	08	27500- 87480
11.	Driver L.V.	Driver L.V.	06	15460- 47330	06	23780- 76730
12.	Record Assistant/ Roneo Operator/ Duplicating Operator/ Xerox Operator	Record Assistant/ Roneo Operator/ Duplicating Operator/ Xerox Operator	05	15030- 46060	05	23120- 74770
13.	Office Subordinate (Attender)/ Gardner/ Mali/ Malan/Sweeper/ Scavenger/Farash/ Watchman/ Waiter	Office Subordinate/ Gardner/ Mali/ Malan/Sweeper/ Scavenger/ Farash/ Watchman/ Waiter	01	13000- 40270	01	20000- 61960
B. Engineering Wing						
14.	Superintending Engineer	Superintending Engineer	29	66330- 108330	29	101970- 174790
15.	Executive Engineer	Executive Engineer	25	49870- 100770	25	76730- 162780
16.	Deputy Executive Engineer	Deputy Executive Engineer	23	42490- 96110	23	65360- 154980

17.	Assistant Executive Engineer	Assistant Executive Engineer	21	37100-91450	21	57100-147760
18.	Assistant Engineer	Assistant Engineer	19	31460-84970	19	48440-137220
19.	Draughtsman Grade I	Technical Officer	19	31460-84970	19	48440-137220
20.	Draughtsman Grade II	Assistant Technical Officer	14	24440-71510	14	37640-115500
21.	Draughtsman Grade III	Junior Technical Officer	12	22460-66330	12	34580-107210
C. Library Wing						
22.	Library Assistant/ Graduate Librarian	Librarian in Degree Colleges	22	40270-93700	22	61960-151370
23.	Library Assistant Grade I/ Library Assistant/ Graduate Librarian	Assistant Librarian Grade I in Public Libraries Department	18	29760-80930	18	45830-130580
24.	Junior Library Assistant/ Library Assistant Grade II	Assistant Librarian Grade II in Public Libraries Department	13	23100-67990	14	37640-115500

ACHARYA NG RANGA AGRICULTURAL UNIVERSITY, LAM

This University was established at Lam in Guntur District subsequent to the reorganization of erstwhile Andhra Pradesh State. The University is vested with the major responsibility of supporting agricultural development in the State through extending training to human resources needed for Agriculture, to generate technologies for improving production and productivity of crops and assisting in the process of transfer of technology in collaboration with the Government departments.

1. Sub Assistant (Agricultural Extension Officer) ₹. 17890-53590 (Grade 8)

Request: It is represented that the Sub Assistant (Agricultural Extension Officer) in Acharya NG Ranga Agricultural University and the Agricultural Extension Officer Grade II in Agriculture Department used to carry the same scale of pay from 1986 to 2005. In the 2010 Pay Revision, the pay scale of Agricultural Extension Officer Grade II in Agriculture Department was enhanced and the difference continued in 2015 Pay Revision as well. The nature of duties and technical involvement of both are the same. It is therefore requested to assign the same pay scale as that of the Agricultural Extension Officer Grade II to the Sub Assistant (Agricultural Extension Officer) in Acharya NG Ranga Agricultural University as well.					
Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53590 (08)	By Direct Recruitment or by promotion from Field Supervisor. Direct Recruitment - Two year Diploma in Agricultural or Seed Technology awarded by ANGRAU For promotion from the category of Field Supervisor - Pass in SSC with at least five years of service
Post compared: Agricultural Extension Officer Grade II in Agriculture Department					
Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	11530-33200 (12)	22460-66330 (12)	By Direct Recruitment or by Promotion from the category of Agricultural Extension Officer Grade III for which there is no further recruitment By Direct Recruitment - (1) A degree in Bachelor of Science in Agriculture or (2) B.Sc., Dry Land Agriculture (Vocational) or (3) Diploma in Agriculture Polytechnic

Recommendations:

The Ninth Pay Revision, keeping in view the orders issued vide G.O. Ms. No. 167 Agriculture and Co-operation Department dated 17.4.1997, prescribing higher qualifications for appointment to the post of Agricultural Extension Officer Grade II of Agriculture Department improved the pay scale of the post. The qualification of the Sub Assistant of the ANGRAU is however at a comparatively lower level and remains the same. Hence there is no case for equating the pay scales of the two categories. The Commission has however enhanced the pay scale of the Agricultural Extension Officer Grade II by two pay grades.

Hence, keeping the existing relativities in view the Commission assigns the pay scale of ₹.29980-94500 (Grade 10) to this category, thus enhancing the same also by two pay grades.

ANDHRA UNIVERSITY, VISAKHAPATNAM

Andhra University was established in the year 1926. It is one of the oldest educational institutions in the country. The University had started a School of Distance Education in 1972 for employees and others to pursue higher studies.

The University is presently offering 313 Courses in Arts, Commerce, Management, Science & Technology, Engineering, Law, Pharmacy and Education. The University has five constituent colleges. The Colleges of Arts and Commerce is the biggest constituent college in the University with 26 Departments offering 42 courses including four Diploma Courses. The College of Science and Technology has 21 Departments, which offers 63 Courses including one PG Diploma. The College of Engineering has 15 Departments offering Undergraduate, Postgraduate and Research Programmes. The College of Law has been identified as an advanced Centre in Law by UGC. The college of Pharmaceutical Sciences is first of its kind in South India, which is offering one UG Programme and six PG Programmes, besides Research Programmes leading to Ph.D. Degree. The University is spread in a sprawling campus of 422 acres dotted with 121 buildings of Academic, Administrative and support service.

The requests for revision of pay scales of various categories are examined below:

1. Assistant Registrar ₹. 37100-91450 (Grade 21)

Request: It is represented that earlier the pay scale of Library Assistant was lesser than the pay scale of the Assistant Registrar. The same were equalized in the 2010 Pay Revision and after that the pay scale of the Library Assistant was made higher than that of the Assistant Registrar. It is requested that the Assistant Registrar be assigned a pay scale on par with that of the Library Assistant.					
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
3640-7580 (20)	6950-14425 (20)	10285-24100 (20)	18030-43630 (20)	37100-91450 (21)	By promotion from the category of Superintendent (Grade 17) – Post Graduation
Post compared: Library Assistant					
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	By promotion from the category of Technical Assistant (Library) (Grade 07) Post Graduation with B.Li.Sc.

Recommendations:

The Assistant Registrar is a promotion post to the post of Superintendent and it is an administrative post. In respect of functions and duties it does not compare with the post of Library Assistant. Further the qualification for the post of Library Assistant is higher. The 10th PRC has assigned the category of Library Assistant the same pay scale as that of the Librarian in Government Degree Colleges. Hence, comparison is not apt. Keeping the qualifications, duties and responsibilities as well as the existing equations and relativities in view, it is considered that the existing pay scale is adequate. Hence the corresponding pay scale of ₹.57100-147760 (Grade 21) is assigned.

2. House Keeper ₹.16400-49870 (Grade 07)

Request: It is represented that the scale of pay of the post of House Keeper in Andhra University was higher than the pay scale of the Assistant House Keeper and House Keeper in Sri Venkateswara University Tirupati in the 1993 PRC. However, the existing incumbents in the category of House Keeper of the Sri Venkateswara University is being assigned higher scale in successive pay revisions after the 1993 PRC but such higher pay scale is not being indicated for the existing incumbent in the category of House Keeper. The request is to assign higher pay scale to the House Keeper of the Andhra University.					
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)					
1993	1999	2005	2010	2015	Method of Recruitment and qualifications
₹.					
1665-3200 (06)	3130-6150 (06)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)	By promotion from the category of Assistant House Keeper. Qualifications – Degree
Post compared: House Keeper of Sri Venkateswara University, Tirupathi					
1595-3020 (05) (FE)	2990-5810 (05) (FE)	4370-9775 (05) (FE)	7740-23040 (05) (FE)	15030-46060 (05) (FE)	
2075-4270 (10) (EIP)	3950-8150 (10) (EIP)	5750-17030 (10) (FIP)	10020-29200 (10) (EIP)	19500-58330 (10) (EIP)	

Recommendations:

The successive Pay Revision Commissions have assigned higher pay scales to the category of House Keeper of Andhra University than the House Keeper of Sri Venkateswara University (SVU), Tirupathi. It is only the present incumbent of SVU whose pay scale has been protected in Grade-10 right since the 1993 PRC. The reasons for the same are not available to the present Commission. Keeping the duties and responsibilities in view, it is felt that the existing pay scale is adequate. Accordingly, the corresponding scale of ₹.25220-80910 (Grade 07) is assigned.

SRI PADMAVATHI MAHILA VISWAVIDYALAYAM, TIRUPATI

Sri Padmavathi Mahila Viswavidyalayam (University for Women) was established in the year 1983 with the aim of providing professional education to women. Sri Padmavathi Viswavidyalayam is a unitary University. Remedial teaching is provided to the economically weaker students. Similarly pre-exam coaching is organized for the students from backward communities. The University also offers courses in Distance Education mode.

The requests for revision of pay scales of various categories are examined below:

1. **Lab Technician of Applied Micro Biology** ₹. 22460-66330 (Grade 12)
2. **Lab Assistant Journalism** ₹. 21230-63010 (Grade 11)
3. **Lab Assistant Home Science** ₹. 21230-63010 (Grade 11)

Request: It is represented that the Lab Technician of Applied Microbiology carries the pay scale of ₹.22460-66330 and the Lab Assistant, Journalism and Lab Assistant, Home Science carry the pay scale of ₹.21230-63010. The Lab Assistant, Pharmacy and Lab Technician, Pharmacy are in the higher pay scale of ₹.24440-67990. It is requested to assign the pay scale corresponding to ₹.24440-67990 to the Lab Technician of Applied Micro Biology and Lab Assistants of Journalism and Home Science on par with the Lab Assistant and Lab Technician of Pharmacy.

Lab Technician of Applied Micro Biology

Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications

1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
1665-3200 (06)	3550-7150 (08)	5200-11755 (08)	9460-27700 (09)	22460-66330 (12)	Direct Recruitment. B.Sc. in Biological Science or LEE/LME or Diploma in the concerned subject.

Lab Assistant Communication & Journalism, Lab Assistant Home Science

Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications

1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	21230-63010 (11)	Direct Recruitment. Graduation in the subject concerned.

Post compared: Lab Technician (Formerly Technician B. Pharmacy)

Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications

1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
1665-3200 (06)	3750-7650 (09)	5470-12385 (09)	12550-38500 (14)	24440-71510 (14)	By Direct Recruitment Degree or Diploma in Pharmacy

Recommendations:

The Lab Technician (Formerly Technician B. Pharmacy) has a different nature of technical qualification from the other categories mentioned above. Considering the qualification levels the Commission recommends parity between the Lab Assistant Communication & Journalism/Lab Assistant Home Science and the Lab Technician, Applied Micro Biology. Accordingly the following pay scales are assigned:

Lab Assistant	₹.34580-107210 (Grade-12)
(Communication and Journalism)/	
Lab Assistant (Home Science)/	
Lab Technician, Applied Micro Biology	

SRI VENKATESWARA UNIVERSITY, TIRUPATI

Sri Venkateswara University, Tirupati was established in 1954. The University has grown excellently from strength to strength as a premier institution of higher learning. It has gone through greater strides in the transformation of the University with acquisition of necessary and modern sophisticated instrumentation to catch up with the world competition in academic and research programmes.

The University was started with seven departments of Chemistry, Physics, Mathematics, Botany, Zoology, Economics and Philosophy. Now it has 58 departments where in 71 PG courses and several Diploma and Certificate courses are being run. The University has eight constituent colleges concerning various conventional and advanced subjects in order to provide good academic and smooth administrative service to one and all. The University has been moving forward in achieving academic excellence with a strong commitment and dedicated approach, clearly setting up vision of its own.

The requests for revision of pay scales of various categories are examined below:

- | | |
|--------------------------------|---------------------------|
| 1. Master Craftsman | ₹. 26600-77030 (Grade 16) |
| 2. Foreman (Engg. Cell) | ₹. 21230-63010 (Grade 11) |
| 3. Senior Mechanic | ₹. 22460-66330 (Grade 12) |
| 4. Mechanic | ₹. 19500-58330 (Grade 10) |
| 5. Junior Mechanic | ₹. 17890-53950 (Grade 08) |

Request: It is represented that the duties of the Master Craftsman, Foreman (Eng. Cell), Senior Mechanic, Mechanic and Junior Mechanic of Sri Venkateswara University Tirupathi are the same as those of similar categories in other Universities. But they are being assigned lesser pay scales than their counterparts. Further it is pointed out that there is a mistake in typing the pay scale of the category of Foreman (Engg, Cell) which was shown as ₹.21230-63010 whereas a higher pay scale of ₹. 22460-66330 was assigned to the lower category of Senior Mechanic. It is requested to remove this anomaly.

Master Craftsman

Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications

1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	26600-77030 (16)	Promotion from the category of Foreman. Diploma in relevant field with ten years of experience.

Foreman (Eng. Cell)

Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications

1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					

1875-3750 (08) (FE)	3550-7150 (08) (FE)	5200-11755 (08) (FE)	10900-31550 (11)	21230-63010 (11)	Promotion from the category of Senior Mechanic SSC with technical certificate (ITI or equivalent). Six years in electrical trade in a workshop of repute of which at least three years as Senior Mechanic. Ability to draft, read drawing, execute the works from the details drawing with at least three trades Diploma holders in electrical engineering will be preferred.
---------------------------	---------------------------	----------------------------	---------------------	---------------------	--

Senior Mechanic

Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications

1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
1875-3750 (08) (FE)	3550-7150 (08) (FE)	5200-11755 (08) (FE)	10200-29200 (10)	22460-66330 (12)	Promotion from the category of Mechanic. ITI Electrician or Radio Mechanic or Instrument Mechanic (Electrical) or wiring certificate with five years of experience of which two years of experience as Mechanic General Mechanic Certificate with three years of experience as Mechanic in a concerned electrical or electronics laboratory.

Mechanic

Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications

1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
1875-3750 (08) (FE)	3550-7150 (08) (FE)	5200-11755 (08) (FE)	9460-27700 (09)	19500-58330 (10)	Promotion from the category of Junior Mechanic. ITI Electrician or Radio Mechanic or Instrument Mechanic (Electrical) or wiring certificate with four years of experience of which two years of experience as Junior Mechanic General Mechanic Certificate with two years of experience as Mechanic in a concerned electrical or electronics laboratory

Junior Mechanic					
Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	By promotion from the category of Junior Operator (EC Helper USIC) Pass in JTS or ITI with two years of experience of Junior operator/Helper General Mechanic Certificate with one year of experience as Junior Operator/Helper Five years of experience in concerned laboratory.

Recommendations:

As has been observed by the Commission in the introductory part of this Volume of the Report, it is pretty difficult to establish equivalence or relativities between various posts which are not common to all the Universities. However, keeping in view the qualifications prescribed for the various posts mentioned in the above Table and their duties and functions, the Commission is of the view that the present pay scales assigned to the categories of Master Craftsman, Senior Mechanic, Mechanic and Junior Mechanic are appropriate. In respect of the category of Foreman however, the recommendation of the 10th PRC for improving the pay scale of Foreman from Grade-11 to Grade-14 was not incorporated in the Schedule of the university. This needs rectification. Accordingly, the following pay scales are assigned:

Master Craftsman	₹. 40970-124380 (Grade 16)
Foreman	₹. 37640-115500 (Grade 14)
Senior Mechanic	₹. 34580-107210 (Grade 12)
Mechanic	₹. 29980-94500 (Grade 10)
Junior Mechanic	₹. 27500-87480 (Grade 08)

6. Laboratory Technician
(SVU Health Centre) ₹. 18400-55410 (Grade 09)

Request: It is represented that the Laboratory Technician (SVU Health Centre, Zoology, Botany, Chemistry, Virology and Home Science & Physics) is drawing a pay scale of ₹.18400-55410 whereas the Laboratory Technician in Andhra University and Lab Technician in Sri Padmavathi Maahila University are in higher pay scale of ₹ 24440-71510 (Grade14). It is requested to assign a pay scale on par with the counterparts in Andhra University and Sri Padmavati Mahila University.					
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)					
1993	1999	2005	2010	2015	Method of Recruitment and qualifications
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9460-27700 (09)	18400-55410 (09)	Direct Recruitment: B.Sc., Desirable- Lab Technician course conducted by the Andhra Pradesh Government or equivalent of other states
Post compared: Laboratory Technician, Andhra University, Visakhapatnam					
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12550-35800 (14)	24440-71510 (14)	Certificate Course
Post compared: Lab Technician Institute of Pharmaceutical Sciences , Sri Padmavathi Mahila Viswa Vidyalayam					
1875-3750 (08)	3550-7150 (08)	5470-12385 (09)	12550-35800 (14)	22460-66330 (14)	Direct Recruitment: Diploma or Degree in Pharmacy

Recommendations:

Considering the qualification level this category is assigned the higher pay scale of ₹.34580-107210 (Grade-12) on par with similar posts in other Universities.

SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI

Sri Venkateswara Veterinary University was established in the year 2005. It was established to strengthen education, research and services in the field of Veterinary science, Dairy Technology and Fishery Science in the State of Andhra Pradesh. The University was created by bifurcating the faculty of Veterinary Science comprising of Veterinary Science, Fishery Science and Dairy Science from Acharya N.G. Ranga Agricultural University, Rajendranagar, Hyderabad.

The objectives of the Universities are

- a) to impart education in different branches of Veterinary, Fishery and Dairy Sciences.
- b) to promote research in production and post-harvest technologies including processing and marketing of Veterinary, Dairy and Fishery products.
- c) to undertake extension of such scientific methodologies to the rural people of Andhra Pradesh.

The requests for revision of pay scales of various categories are examined below:

1. Estate Officer ₹. 56870-105810 (Grade 27)

Request: It is represented that the pay scale of Estate Officer is higher than that of the Executive Engineer and less than that of the Superintending Engineer. The post is to be generally filled in by way of deputation of Superintending Engineer working in Government Departments like Roads and Buildings, Public Health and Municipal Engineering etc. It is requested to assign pay scale of ₹.66330-108330 on par with that of the Superintending Engineer.					
Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
		16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	On deputation from Government department.
Superintending Engineer					
Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	By promotion from Executive Engineer.

Recommendations:

As per the information furnished by the department, the post is to be filled in by deputation from the Government. The category of Government post from which an officer may be taken on deputation has not been indicated. The Commission is of the view that the deputed officer may carry the pay scale applicable to him in his/her parent department.

2. U.D. Caretaker ₹.21230-63010 (11)

Request: It is represented that both Senior Assistant and UD Caretaker are identical posts and used to carry the same scale of pay ₹.10900-31550 in the 2010 RPS. In 2015 Pay Revision, the Senior Assistant was assigned a higher pay scale of ₹.22460-663330 whereas the UD Caretaker was assigned a pay scale of ₹.21230-63010. It is requested to assign a pay scale on par with that of the Senior Assistant.					
Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
		6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	By promotion Degree
Post compared: Senior Assistant					
Pay scales (Grades) assigned from time to time, mode of recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
		6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	By promotion from Junior Assistant/Typist/ Lower Division Clerk (Stores)

Recommendations:

The Commission agrees with the request and restores parity with the Senior Assistant in Government/ Universities by assigning the pay scale of ₹.37640-115500 (Grade-14)

YOGI VEMANA UNIVERSITY, KADAPA

Yogi Vemana University is a newly established university in [Kadapa district](#) with its West Campus at Idupulapaya. Before the formation of the University, it was running as a P.G. Centre of [Sri Venkateswara University](#), Tirupati. It is named after the great thinker, philosopher, and social reformer [Yogi Vemana](#), the most celebrated Telugu poet and sage of all time.

The campus is spread over 450 acres (1.8 km²) of land. Yogi Vemana University has at present 15 departments offering courses at post graduate level in 17 disciplines in Languages/ Humanities/Physical and Bio-Sciences, Human Resources Management, MBA & MCA and new sciences like Biotechnology, Bioinformatics, Geoinformatics and Earth Sciences. The University has also introduced five-year integrated M.Sc. courses in Earth Sciences and Bioinformatics in the year 2007-08. The C.P. Brown Library with its rich collection of rare books, ancient documents and relics, situated in Kadapa is part of Yogi Vemana University providing research facilities in several disciplines.

The representations received from the employees are discussed below:

1. Laboratory Assistant ₹. 17890-53950 (Grade 08)

Request: It has been represented that the Laboratory Assistants of Yogi Vemana University, Kadapa, SV University Tirupati and Rayalaseema University were in the same scale of pay in the Eighth and Ninth Pay Revisions. However the Laboratory Assistants of SV University and Rayalaseema University were assigned a higher scale than that of the Laboratory Assistant of Yogi Vemana University in the 10 th PRC. Hence, it is requested to assign a pay scale on par with their counterparts in SV University and Rayalaseema University.					
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)					
1993	1999	2005	2010	2015	Mode of Recruitment and Qualification
₹.					
		5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	Direct Recruitment – B.Sc., in concerned subject and two years of experience in any College/Institution/Organization.
Post compared: Laboratory Assistant Rayalaseema University					
		5200-11755 (08)	9200-27000 (08)	21230-63010 (11)	Direct Recruitment – Degree

Recommendations:

Considering the qualification level the following pay scales are assigned:

Laboratory Assistant in Yogi Vemana and ₹. 34580-107210 (Grade-12)

Rayalaseema Universities

The Commission has assigned the above pay scale (Grade-12) to the Lab Technician of Sri Venkateswara University also.

PART - II

SCHEDULE - I

Master Scale (2015) (Rupees)		Master Scale (2019) (Rupees)	
13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-110850 (81)		20000-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-179000 (83)	
Grade	EXISTING SCALE - 2015 (Rupees)	Grade	EXISTING SCALE - 2019 (Rupees)
1.	13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-40270 (41)	1.	20000-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-61960 (41)
2.	13390-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-41380 (41)	2.	20600-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-63660 (41)
3.	13780-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490 (41)	3.	21200-600-21800-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360 (41)
4.	14600-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-44870 (41)	4.	22460-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-72810 (43)
5.	15030-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060 (41)	5.	23120-660-23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-74770 (43)

Grade	EXISTING SCALE - 2015 (Rupees)	Grade	REVISED SCALE - 2019 (Rupees)
6.	15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-47330 (41)	6.	23780-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730 (43)
7.	16400-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-(41)	7.	25220-720-25940--780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-80910 (43)
8.	17890-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950 (41)	8.	27500-780-28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-87480 (43)
9.	18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-55410 (41)	9.	28280-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720 (43)
10.	19500-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330 (41)	10.	29980-850-30830-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-94500 (43)
11.	21230-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-(41)	11.	32670-920-33590-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-101970 (43)
12.	22460-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-66330 (41)	12.	34580-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-107210 (43)

Grade	EXISTING SCALE - 2015 (Rupees)	Grade	REVISED SCALE - 2019 (Rupees)
13.	23100-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990 (41)	13.	35570-990-36560-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-109910 (43)
14.	24440-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-71510 (41)	14.	37640-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-115500 (43)
15.	25140-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270 (41)	15.	38720-1080-39800-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-118390 (43)
16.	26600-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-77030 (41)	16.	40970-1170-43310-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-124380 (43)
17.	28940-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910 (39)	17.	44570-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-127480 (41)
18.	29760-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-80930 (39)	18.	45830-1260-47090-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580 (41)
19.	31460-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970 (39)	19.	48440-1350-51140-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-137220 (41)

Grade	EXISTING SCALE - 2015 (Rupees)	Grade	REVISED SCALE - 2019 (Rupees)
20.	35120-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-87130 (36)	20.	54060-1460-55520-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540 (38)
21.	37100-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450 (36)	21.	57100-1580-60260-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-147760 (38)
22.	40270-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-93780 (34)	22.	61960-1700-65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-151370 (36)
23.	42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-96110 (33)	23.	65360-1830-70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980 (35)
24.	46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-98440 (31)	24.	70850-1960-76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-158880 (33)
25.	49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770 (29)	25.	76730-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-162780 (31)
26.	52590-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-103290 (28)	26.	80910-2090-83000-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-166680 (30)
27.	56870-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (26)	27.	87480-2240-89720-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580(28)

Grade	EXISTING SCALE - 2015 (Rupees)	Grade	REVISED SCALE - 2019 (Rupees)
28.	61450-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (23)	28.	94500-2390-96890-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580 (25)
29.	66330-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (21)	29.	101970-2540-104510-2700-112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-174790 (23)
30.	73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (17)	30.	112610-2890-121280-3100-130580-3320-140540-3610-154980-3900-170580-4210-174790 (19)
31.	80930-2020-84970-2160-91450-2330-100770-2520-110850 (14)	31.	124380-3100-130580-3320-140540-3610-154980-3900-170580-4210-179000 (16)
32.	87130-2160-91450-2330-100770-2520-110850 (11)	32.	133900-3320-140540-3610-154980-3900-170580-4210-179000 (13)

01. ACHARYA N.G. RANGA AGRICULTURAL UNIVERSITY, LAM

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar	30	73270-108330	30	112610-174790	In case of non-UGC pay scale
2.	Comptroller	30	73270-108330	30	112610-174790	
3.	Estate Officer	27	56870-105810	27	87480-170580	
4.	Joint Registrar	26	52590-103290	26	80910-166680	
5.	Executive Engineer (Civil)	25	49870-100770	25	76730-162780	
6.	Deputy Registrar/ Deputy Comptroller	24	46060-98440	24	70850-158880	
7.	Transport Officer	23	42490-96110	23	65360-154980	
8.	Deputy Executive Engineer (Civil)	23	42490-96110	23	65360-154980	
9.	Deputy Executive Engineer (Elect.)	23	42490-96110	23	65360-154980	
10.	Medical Officer	22	40270-93780	22	61960-151370	
11.	Assistant Registrar/ Assistant Comptroller/ Administrative Officer/ PA to Vice Chancellor	21	37100-91450	21	57100-147760	
12.	Assistant Executive Engineer (Civil)	21	37100-91450	21	57100-147760	
13.	Manager (Press)	20	35120-87130	20	54060-140540	
14.	Agriculture Officer	20	35120-87130	20	54060-140540	
15.	Assistant Statistician	19	31460-84970	19	48440-137220	
16.	Assistant Publicity Officer	19	31460-84970	19	48440-137220	
17.	Assistant Engineer (Civil)	19	31460-84970	19	48440-137220	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Assistant Engineer (Elec.)	19	31460-84970	19	48440-137220	
19.	Engineering Supervisor	19	31460-84970	19	48440-137220	
20.	Automobile Supervisor	19	31460-84970	19	48440-137220	
21.	Superintendent	17	28940-78910	18	45830-130580	
22.	Special Grade Steno	17	28940-78910	18	45830-130580	
23.	Statistical Assistant	17	28940-78910	18	45830-130580	
24.	Technical Assistant (Library)	17	28940-78910	18	45830-130580	
25.	Foreman (Printing)	16	26600-77030	16	40970-124380	
26.	Computer Programmer	16	26600-77030	16	40970-124380	
27.	Public Relation Officer	16	26600-77030	16	40970-124380	
28.	Draughtsman Grade-II	14	24440-71510	14	37640-115500	
29.	Senior Assistant	13 / 12	23100-67990 (EIP) / 22460-66330 (FE)	14	37640-115500	
30.	Upper Division Steno	13 / 12	23100-67990 (EIP) / 22460-66330 (FE)	14	37640-115500	
31.	Senior Library Assistant	13	23100-67990	14	37640-115500	
32.	Computer	12	22460-66330	12	34580-107210	
33.	Draughtsman Grade-III	12	22460-66330	12	34580-107210	
34.	Foreman (Automobile)	11 / 8	21230-63010 (ITI Certificate holders) / 17890-53950 (for non ITI holders)	11 / 8	32670-101970 (ITI Certificate holders) / 27500-87480 (for non ITI holders)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
35.	Mechanic Grade-I (Automobile)	11/8	21230-63010 (ITI Certificate holders) / 17890-53950 (for non ITI holders)	11/8	32670-101970 (ITI Certificate holders)/ 27500-87480 (for non ITI holders)	
36.	Mechanic Grade-I	11/8	21230-63010 (ITI Certificate holders) / 17890-53950 (for non ITI holders)	11/8	32670-101970 (ITI Certificate holders)/ 27500-87480 (for non ITI holders)	
37.	Line Inspector	11	21230-63010	11	32670-101970	
38.	Mechanical Supervisor	11	21230-63010	11	32670-101970	
39.	Senior Proof Reader	11	21230-63010	11	32670-101970	
40.	Artist-cum-Photographer	11	21230-63010	11	32670-101970	
41.	Field Investigator	11	21230-63010	11	32670-101970	
42.	Care Taker for hostel	11	21230-63010	11	32670-101970	
43.	Laboratory Assistant	10	19500-58330	10	29980-94500	
44.	Mid Wife	10	19500-58330	10	29980-94500	
45.	Sub-Assistant (Agrl.Ext.Officer)	8	17890-53950	10	29980-94500	
46.	Senior Technician (Production)	9	18400-55410	9	28280-89720	
47.	Electrical Supervisor	9	18400-55410	9	28280-89720	
48.	Senior Technician(Electronic Communication)	9	18400-55410	9	28280-89720	
49.	Pharmacist Grade-II	9	18400-55410	9	28280-89720	
50.	Computer-cum-Estimator	9	18400-55410	9	28280-89720	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
51.	Offset Cameraman	9	18400-55410	9	28280-89720	
52.	Surveyor	9	18400-55410	9	28280-89720	
53.	Junior Library Assistant	9	18400-55410	9	28280-89720	
54.	Tracer	7	16400-49870	9	28280-89720	
55.	Junior Asst. (Converted as Junior Asst. cum- Typist)/ Typist/ Lower Division Clerk (Stores)	7	16400-49870	9	28280-89720	
56.	Telephone Operator	7	16400-49870	9	28280-89720	
57.	Lower Division Steno	7	16400-49870	9	28280-89720	
58.	Gas Mechanic	8 / 4	17890-53950 (UQ existing incumbent)/ 14600-44870 (non ITI holders)	8 / 4	27500-87480. (UQ existing incumbents)/ 22460-72810 (for non ITI holders)	
59.	Pump Set Driver	8 / 4	17890-53950 (Q)/ 14600-44870 (for unqualified existing incumbent)	8 / 4	27500-87480 (Q)/ 22460-72810 (for unqualified existing incumbent)	
60.	Electrician	8 / 4	17890-53950 (Q)/ 14600-44870 (for unqualified existing incumbent)	8 / 4	27500-87480 (Q)/ 22460-72810 (for unqualified existing incumbent)	
61.	Mechanic Grade - III	8 / 4	17890-53950 (Q)/ 14600-44870 (for unqualified existing incumbent)	8 / 4	27500-87480 (Q)/ 22460-72810 (for unqualified existing incumbent)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
62.	Pipeline Fitter	8 / 4	17890-53950 (Q)/ 14600-44870 (for unqualified existing incumbent)	8 / 4	27500-87480 (Q)/ 22460-72810 (for unqualified existing incumbent)	
63.	Farm Machine Operator	8 / 4	17890-53950 (Q)/ 14600-44870 (for unqualified existing incumbent)	8 / 4	27500-87480 (Q)/ 22460-72810 (for unqualified existing incumbent)	
64.	Oil Engine Driver	8/4	17890-53950 (Q)/ 14600-44870 (for unqualified existing incumbent)	8/4	27500-87480 (Q)/ 22460-72810 (for unqualified existing incumbent)	
65.	Instrument Mechanic/ Assistant Mechanic	8/4	17890-53950 (Q)/ 14600-44870 (for unqualified existing incumbent)	8/4	27500-87480 (Q)/ 22460-72810 (for unqualified existing incumbent)	
66.	Fitter	8 / 3	17890-53950 (for those who possess ITI trade certificate)/ 13780-42490 (for unqualified existing incumbent-personal)	8 / 3	27500-87480 (for those who possess ITI trade certificate)/ 21200-65360 (for unqualified existing incumbent -personal)	
67.	Pipeline Operator	8 / 3	17890-53950 (for those who possess ITI trade certificate)/ 13780-42490 (for unqualified existing incumbent personal)	8 / 3	27500-87480. (for those who possess ITI trade certificate)/21200-65360 (for unqualified existing incumbent -personal)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
68.	Mechanic Grade-II (Auto)	8 / 5	17890-53950 (for ITI Trade Certificate Holders)/ 15030-46060 (for non ITI holders Personal)	8 / 5	27500-87480 (for ITI trade certificate holders)/ 23120-74770 (for non ITI holders - personal)	
69.	Mechanic Grade-II	8 / 5	17890-53950 (for ITI Trade Certificate Holders)/ 15030-46060 (for non ITI holders Personal)	8 / 5	27500-87480 (for ITI trade certificate holders)/ 23120-74770 (for non ITI holders - personal)	
70.	Machine Attendant	8 / 5	17890-53950 (for ITI Trade Certificate Holders)/ 15030-46060 (for non ITI holders Personal)	8 / 5	27500-87480 (for ITI trade certificate holders)/ 23120-74770 (for non ITI holders - personal)	
71.	Farm Mechanic	8 / 5	17890-53950 (for ITI Trade Certificate Holders)/ 15030-46060 (for non ITI holders Personal)	8 / 5	27500-87480 (for ITI trade certificate holders)/ 23120-74770 (for non ITI holders - personal)	
72.	Welder	8 / 5	17890-53950 (for ITI Trade Certificate Holders)/ 15030-46060 (for non ITI holders Personal)	8 / 5	27500-87480 (for ITI trade certificate holders)/ 23120-74770 (for non ITI holders - personal)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
73.	Turner	8 / 5	17890-53950 (for ITI Trade Certificate Holders)/ 15030-46060 (for non ITI holders Personal)	8 / 5	27500-87480 (for ITI trade certificate holders)/ 23120-74770 (for non ITI holders - personal)	
74.	Overseer	8	17890-53950	8	27500-87480	
75.	Senior Machine Minder	8	17890-53950	8	27500-87480	
76.	Senior Compositor	8	17890-53950	8	27500-87480	
77.	Junior Proof Reader	8	17890-53950	8	27500-87480	
78.	Offset Machine man	8	17890-53950	8	27500-87480	
79.	Projector/Cine Operator	8	17890-53950	8	27500-87480	
80.	Driver (H.V) (Driver/Tractor)	8	17890-53950	8	27500-87480	
81.	Printer-cum-Grinder (formerly known as Mono-caster)	8	17890-53950	8	27500-87480	
82.	Drilling Machine Operator	7	16400-49870	7	25220-80910	
83.	Computer Operator	7	16400-49870	7	25220-80910	
84.	Date Entry Operator	7	16400-49870	7	25220-80910	
85.	Field Assistant	6	15460-47330	6	23780-76730	
86.	Driver (L.V) (Driver/Tractor)	6	15460-47330	6	23780-76730	
87.	Auto Driver/Motor Cycle Messenger	6	15460-47330	6	23780-76730	
88.	Cashier	6	15460-47330	6	23780-76730	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
89.	Blacksmith Grade. I	5 / 4	15030-46060 (Q)/ 14600-44870 (for unqualified existing incumbent personal)	5 / 4	23120-74770 (Q)/ 22460-72810 (for unqualified existing incumbent personal)	
90.	Carpenter Grade- I	5 / 4	15030-46060 (Q)/ 14600-44870 (for unqualified existing incumbent personal)	5 / 4	23120-74770 (Q)/ 22460-72810 (for unqualified existing incumbent personal)	
91.	Moulder	5 / 3	15030-46060 (Q)/ 13780-42490 (for unqualified existing incumbent personal)	5 / 3	23120-74770 (Q)/ 21200-65360 (for unqualified existing incumbent personal)	
92.	Blacksmith Grade-II	5 / 3	15030-46060 (Q)/ 13780-42490 (for unqualified existing incumbent personal)	5 / 3	23120-74770 (Q)/ 21200-65360 (for unqualified existing incumbent personal)	
93.	Carpenter Grade-II	5 / 3	15030-46060 (Q)/ 13780-42490 (for unqualified existing incumbent personal)	5 / 3	23120-74770 (Q)/ 21200-65360 (for unqualified existing incumbent personal)	
94.	Compositor	5	15030-46060	5	23120-74770	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
95.	Offset Machine Attendant (formerly known as Copy Holder)	5	15030-46060	5	23120-74770	
96.	Roneo Operator	5	15030-46060	5	23120-74770	
97.	Record Assistant	5	15030-46060	5	23120-74770	
98.	Xerox Operator	5	15030-46060	5	23120-74770	
99.	Shelf Assistant	5	15030-46060	5	23120-74770	
100.	Assistant Mechanic	4	14600-44870	4	22460-72810	
101.	Dark Room Assistant	4	14600-44870	4	22460-72810	
102.	Plumber	4	14600-44870	4	22460-72810	
103.	Jamedar	4	14600-44870	4	22460-72810	
104.	Senior Binder	4	14600-44870	4	22460-72810	
105.	Craftsman	4	14600-44870	4	22460-72810	
106.	Pump Fitter	4	14600-44870	4	22460-72810	
107.	Masan	4	14600-44870	4	22460-72810	
108.	Work Inspector, Grade-III	4	14600-44870	4	22460-72810	
109.	Dresser	3	13780-42490	3	21200-65360	
110.	Cine Technician	3	13780-42490	3	21200-65360	
111.	Tin Smith Grade. I	3	13780-42490	3	21200-65360	
112.	Junior Binder	3	13780-42490	3	21200-65360	
113.	Field Supervisor	3	13780-42490	3	21200-65360	
114.	Tin Smith Grade-II	2	13390-41380	2	20600-63660	
115.	Head Waiter	2	13390-41380	2	20600-63660	
116.	Cook	2	13390-41380	2	20600-63660	
117.	Nursing Orderly	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
118.	Cleaner	1	13000-40270	1	20000-61960	
119.	Attender/ Messenger	1	13000-40270	1	20000-61960	
120.	Watchman	1	13000-40270	1	20000-61960	
121.	Sweeper	1	13000-40270	1	20000-61960	
122.	Kamati/Kamatan	1	13000-40270	1	20000-61960	
123.	Scavenger	1	13000-40270	1	20000-61960	
124.	Farrash	1	13000-40270	1	20000-61960	
125.	Ward Boy	1	13000-40270	1	20000-61960	
126.	Ayah	1	13000-40270	1	20000-61960	
127.	Games Boy	1	13000-40270	1	20000-61960	
128.	Runner	1	13000-40270	1	20000-61960	
129.	Marker	1	13000-40270	1	20000-61960	
130.	Laboratory Boy	1	13000-40270	1	20000-61960	
131.	Gasman	1	13000-40270	1	20000-61960	
132.	Agricultural Workman	1	13000-40270	1	20000-61960	
133.	Gardener	1	13000-40270	1	20000-61960	
134.	Malan/Mali	1	13000-40270	1	20000-61960	
135.	Maistry	1	13000-40270	1	20000-61960	
136.	Ploughman	1	13000-40270	1	20000-61960	
137.	Helper	1	13000-40270	1	20000-61960	
138.	Luskar	1	13000-40270	1	20000-61960	
139.	Khalasi	1	13000-40270	1	20000-61960	
140.	Waiter	1	13000-40270	1	20000-61960	
141.	Work Inspector, Grade-V	1	13000-40270	1	20000-61960	
142.	Groundman	1	13000-40270	1	20000-61960	
143.	Offset Machine Attendant	1	13000-40270	1	20000-61960	

02. ACHARYA NAGARJUNA UNIVERSITY, GUNTUR

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar	30	73270-108330	30	112610-174790	In case of non-UGC pay scale
2.	Finance Officer	26	52590-103290	26	80910-166680	
3.	Joint Registrar	26	52590-103290	26	80910-166680	
4.	University Engineer	24	46060-98440	25	76730-162780	On par with Executive Engineer Rank
5.	Deputy Registrar / Controller of Examinations	24	46060-98440	24	70850-158880	
6.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
7.	Medical Officer	22	40270-93780	22	61960-151370	
8.	Library Assistant	22	40270-93780	22	61960-151370	
9.	Electronic Engineer	21	37100-91450	21	57100-147760	
10.	Assistant Registrar	21	37100-91450	21	57100-147760	
11.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
12.	Assistant Engineer	19	31460-84970	19	48440-137220	
13.	Draughtsman Grade-I	19	31460-84970	19	48440-137220	
14.	P.S. to Registrar	17	28940-78910	18	45830-130580	
15.	P.S. to Vice Chancellor	17	28940-78910	18	45830-130580	
16.	Superintendent	17	28940-78910	18	45830-130580	
17.	Senior Technical Assistant (USIC)	17	28940-78910	18	45830-130580	
18.	Technical Assistant (Adult Edu.)	17 / 9	28940-78910 (EIP)/ 18400-55410 (FE)	17 / 9	44570-127480 (EIP)/ 28280-89720 (FE)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19.	Photographer	16 / 11	26600-77030 (EIP)/ 21230-63010 (FE)	16 / 11	40970-124380 (EIP)/ 32670-101970 (FE)	
20.	Computer Operator	16	26600-77030	16	40970-124380	
21.	Senior Assistant	12	22460-66330	14	37640-115500	
22.	Stenographer	12	22460-66330	14	37640-115500	
23.	Care Taker	12	22460-66330	12	34580-107210	
24.	Instrument Mechanic	12	22460-66330	12	34580-107210	
25.	Draughtsman Grade-III	12	22460-66330	12	34580-107210	
26.	Technician Grade-C	11	21230-63010	11	32670-101970	
27.	Sanitary Inspector	10	19500-58330	10	29980-94500	
28.	Junior Assistant/ Junior Assistant-cum-Typist/ Junior Assistant-cum-Telephone Operator/ Artist-cum-Clerk / Storekeeper	7	16400-49870	9	28280-89720	
29.	Steno Typist	7	16400-49870	9	28280-89720	
30.	Technician Grade-B	8	17890-53950	8	27500-87480	
31.	Technician Grade-A	8	17890-53950	8	27500-87480	
32.	Compounder-cum-Nurse	8	17890-53950	8	27500-87480	
33.	Electrician	8	17890-53950	8	27500-87480	
34.	Wireman	8	17890-53950	8	27500-87480	
35.	Motor Mechanic	8	17890-53950	8	27500-87480	
36.	Glass Blower	8	17890-53950	8	27500-87480	
37.	Driver Grade-I	8	17890-53950	8	27500-87480	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
38.	Chief Cook (Hostel)	7 / 4	16400-49870 (EIP)/ 14600-44870 (FE)	7 / 4	25220-80910 (EIP)/ 22460-72810 (FE)	
39.	Head Cook (Hostel)	7	16400-49870	7	25220-80910	
40.	Technical Assistant (Library)	7	16400-49870	7	25220-80910	
41.	Key Punch Operator/ Data Entry Operator	7	16400-49870	7	25220-80910	
42.	Driver Grade-II	6	15460-47330	6	23780-76730	
43.	Vibrator Operator	5	15030-46060	5	23120-74770	
44.	Mixer Driver	5	15030-46060	5	23120-74770	
45.	Work Inspector	5	15030-46060	5	23120-74770	
46.	Record Assistant	5	15030-46060	5	23120-74770	
47.	Duplicating Operator	4	14600-44870	5	23120-74770	
48.	Binder	4	14600-44870	4	22460-72810	
49.	Ground Supervisor	4	14600-44870	4	22460-72810	
50.	Sergeant	3	13780-42490	3	21200-65360	
51.	Lawn Maistry	3	13780-42490	3	21200-65360	
52.	Assistant Binder	3	13780-42490	3	21200-65360	
53.	Plant Collector	3	13780-42490	3	21200-65360	
54.	Binder Boy	2	13390-41380	2	20600-63660	
55.	Assistant Cook	2	13390-41380	2	20600-63660	
56.	Pump Attender	1	13000-40270	1	20000-61960	
57.	Plumber	1	13000-40270	1	20000-61960	
58.	Carpenter	1	13000-40270	1	20000-61960	
59.	Attender	1	13000-40270	1	20000-61960	
60.	Sweeper	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
61.	Sanitary Worker	1	13000-40270	1	20000-61960	
62.	Lady Waitress	1	13000-40270	1	20000-61960	
63.	Head Cooly	1	13000-40270	1	20000-61960	
64.	Cleaner (Bus)	1	13000-40270	1	20000-61960	
65.	Watchman	1	13000-40270	1	20000-61960	
66.	Reading Room Boy	1	13000-40270	1	20000-61960	
67.	Supplier	1	13000-40270	1	20000-61960	
68.	Rice Cleaner	1	13000-40270	1	20000-61960	
69.	Utensil Cleaner	1	13000-40270	1	20000-61960	
70.	Store Boy	1	13000-40270	1	20000-61960	
71.	Store Maid	1	13000-40270	1	20000-61960	
72.	Helper (Hostel)	1	13000-40270	1	20000-61960	
73.	Marker	1	13000-40270	1	20000-61960	
74.	Gardener	1	13000-40270	1	20000-61960	
75.	Cleaner (Hostels)	1	13000-40270	1	20000-61960	
76.	Masalachi	1	13000-40270	1	20000-61960	
77.	Helper (Physics)	1	13000-40270	1	20000-61960	

03. ADIKAVI NANNAYA UNIVERSITY, RAJAMAHENDRAVARAM

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar	30	73270-108330	30	112610-174790	In case of non-UGC pay scale
2.	Finance Officer	26	52590-103290	26	80910-166680	
3.	Deputy Registrar	24	46060-98440	24	70850-158880	
4.	Controller of Examinations	24	46060-98440	24	70850-158880	
5.	Systems Manager cum Programmer	23	42490-96110	23	65360-154980	
6.	Assistant Registrar	21	37100-91450	21	57100-147760	
7.	Asst. Engineer (Civil)	19	31460-84970	19	48440-137220	
8.	Asst. Engineer (Electrical)	19	31460-84970	19	48440-137220	
9.	Superintendent	17	28940-78910	18	45830-130580	
10.	Senior Assistant	12	22460-66330	14	37640-115500	

04. ANDHRA UNIVERSITY, VISAKHAPATNAM

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Registrar	30	73270-108330	30	112610-174790	In case of non-UGC pay scale
2	Senior Medical Officer	28	61450-105810	28	94500-170580	
3	Special Registrar	28	61450-105810	28	94500-170580	
4	Joint Registrar	26	52590-103290	26	80910-166680	
5.	Finance Officer	26	52590-103290	26	80910-166680	
6.	Executive Engineer	25	49870-100770	25	76730-162780	
7.	Controller of Examinations	24	46060-98440	24	70850-158880	
8.	Addl. Controller of Examinations	24	46060-98440	24	70850-158880	
9.	Deputy Registrar	24	46060-98440	24	70850-158880	
10.	Development Officer	23	42490-96110	23	65360-154980	
11.	System Manager (Head of Computer)	23	42490-96110	23	65360-154980	
12.	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
13.	Medical Officer	22	40270-93780	22	61960-151370	
14.	Lady Physician	22	40270-93780	22	61960-151370	
15.	Library Assistant	22	40270-93780	22	61960-151370	
16.	System Engineer	21	37100-91450	21	57100-147760	
17.	Electronic Engineer	21	37100-91450	21	57100-147760	
18.	Assistant Director (Technical) Press	21	37100-91450	21	57100-147760	
19.	Assistant Registrar	21	37100-91450	21	57100-147760	
20.	Assistant Executive Engineer	21	37100-91450	21	57100-147760	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
21.	Technical Assistant (Computer Science Dept.)	20	35120-87130	20	54060-140540	
22.	Administrative & Accounts Assistant	20	35120-87130	20	54060-140540	
23.	Secretary to Vice Chancellor	20	35120-87130	20	54060-140540	
24.	Public Relations Officer	20	35120-87130	20	54060-140540	
25.	Technical Assistant (Adult Education)	20	35120-87130	20	54060-140540	
26.	Curator of Manuscript and Oriental Languages	20	35120-87130	20	54060-140540	
27.	Technical Assistant (Programming)	20	35120-87130	20	54060-140540	
28.	Chemical Analyst	20	35120-87130	20	54060-140540	
29.	Analyst (Geology)	20	35120-87130	20	54060-140540	
30.	Stage Director (Theatre Atts)	20	35120-87130	20	54060-140540	
31.	Head Mistress (High School)	20	35120-87130	20	54060-140540	
32.	Additional Assistant Engineer	19	31460-84970	19	48440-137220	
33.	Automobile Supervisor	18	29760-80930	18	45830-130580	
34.	Technical Assistant (Architecture) (Civil Engineer)	18	29760-80930	18	45830-130580	
35.	Foreman	18	29760-80930	18	45830-130580	
36.	Foreman (Press)	18	29760-80930	18	45830-130580	
37.	Senior Technical Assistant	17	28940-78910	18	45830-130580	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
38	Superintendent	17	28940-78910	18	45830-130580	
39	Senior Technical Assistant (USIC)	17	28940-78910	18	45830-130580	
40	Manager	17	28940-78910	18	45830-130580	
41	Stenographer Grade-I	17	28940-78910	18	45830-130580	
42	P.A. to Registrar	17	28940-78910	18	45830-130580	
43	Statistical Assistant	17	28940-78910	18	45830-130580	
44	Coaches Grade-II	17	28940-78910	17	44570-127480	
45	Computer Programmer	17	28940-78910	17	44570-127480	
46	Programmer	17	28940-78910	17	44570-127480	
47	Assistant Physical Director	17	28940-78910	17	44570-127480	
48	B.Ed. Assistant	17	28940-78910	17	44570-127480	
49	Telugu Pandit Grade-I	17	28940-78910	17	44570-127480	
50	Hindi Pandit Grade-I	17	28940-78910	17	44570-127480	
51	Optical Workshop Foreman	16	26600-77030	16	40970-124380	
52	Glass Technologist (Nuclear Physics)	16	26600-77030	16	40970-124380	
53	Radiation Safety Officer	16	26600-77030	16	40970-124380	
54	Instrument Mechanic (Appointed before 22-7-1982)/ Senior Mechanic/ Instrumentation Mechanic	16	26600-77030	16	40970-124380	
55	Bibliographer-cum-Documentationist	16	26600-77030	16	40970-124380	
56	Documentation Officer (SARRC)	16	26600-77030	16	40970-124380	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
57	Community Organiser	16	26600-77030	16	40970-124380	
58	Field Work Supervisor	16	26600-77030	16	40970-124380	
59	Console Operator	16	26600-77030	16	40970-124380	
60	Computer Operator (Computer Centre)	16	26600-77030	16	40970-124380	
61	Computer Operator (Junior)	16	26600-77030	16	40970-124380	
62	Data Processing Asst.	16	26600-77030	16	40970-124380	
63	Technical Assistant (Employment Bureau)	16	26600-77030	16	40970-124380	
64	Staff Nurse	15	25140-73270	16	40970-124380	On par with M&H Dept
65	Laboratory Technician	14	24440-71510	15	38720-118390	On par with Lab Technician Gr-I in Health Dept
66	Technician (Bio-Chemistry)	14 / 12	24440-71510 (EIP) / 22460-66330 (FE)	14 / 12	37640-115500 (EIP) / 34580-107210 (FE)	
67	Technician (Bio-Chemistry & Physics)	14 / 12	24440-71510 (EIP) / 22460-66330 (FE)	14 / 12	37640-115500 (EIP) / 34580-107210 (FE)	
68	Museum Keeper (Geology)	14 / 12	24440-71510 (EIP) / 22460-66330 (FE)	14 / 12	37640-115500 (EIP) / 34580-107210 (FE)	
69	Technician (Civil Engineering)	14 / 12	24440-71510 (EIP) / 22460-66330 (FE)	14 / 12	37640-115500 (EIP) / 34580-107210 (FE)	
70	Laboratory Technician (Physics, Chemistry)	14 / 12	24440-71510 (EIP) / 22460-66330 (FE)	14 / 12	37640-115500 (EIP) / 34580-107210 (FE)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
71	Technician Grade.C (USIC)	14 / 12	24440-71510 (EIP) / 22460-66330 (FE)	14 / 12	37640-115500 (EIP)/ 34580-107210 (FE)	
72	Technician (Engineering College)	14	24440-71510	14	37640-115500	
73	Laboratory Associate (Engg. Physics)	14	24440-71510	14	37640-115500	
74	Heat Engine Laboratory Assistant	14	24440-71510	14	37640-115500	
75	Laboratory Assistant	14	24440-71510	14	37640-115500	
76	Woman Asst.Physical Director	14	24440-71510	14	37640-115500	
77	Coaches Grade-II (Physical Education)	14	24440-71510	14	37640-115500	
78	Senior Assistant	12	22460-66330	14	37640-115500	
79	Steno Grade-II	12	22460-66330	14	37640-115500	
80	Senior Accountant (Accountant - Press)	12	22460-66330	14	37640-115500	
81	Radiographer	12	22460-66330	13	35570-109910	On par with Radiographer in Health Dept
82	Compounder/Pharmacist	11	21230-63010	13	35570-109910	
83	Physical Education Teacher	11	21230-63010	12	34580-107210	
84	Craft Teacher (Special Teacher)	11	21230-63010	12	34580-107210	
85	Secondary Grade Teacher	11	21230-63010	12	34580-107210	
86	Head Mistress (Primary School)	11	21230-63010	12	34580-107210	
87	Pandit Grade-II	11	21230-63010	12	34580-107210	
88	Draughtsman	12	22460-66330	12	34580-107210	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
89	Surveyor-cum-Draughtsman	12	22460-66330	12	34580-107210	
90	Telephone Operator (Grade-I)	11	21230-63010	11	32670-101970	
91	Junior Technical Asst. (SAP)	11	21230-63010	11	32670-101970	
92	Instrument Mechanic	11	21230-63010	11	32670-101970	
93	Computer Assistant (Physics)	11	21230-63010	11	32670-101970	
94	Air Condition Mechanic (Senior Mechanic, Air Condition)	11	21230-63010	11	32670-101970	
95	Electronic Technician (Physics Dept.)	11	21230-63010	11	32670-101970	
96	Instrument Technician	11	21230-63010	11	32670-101970	
97	Technician	11	21230-63010	11	32670-101970	
98	Engine Assistant (Senior Mechanic Engine)	11	21230-63010	11	32670-101970	
99	Senior Electrician (Chemical Engineering)	11	21230-63010	11	32670-101970	
100	Electronic Instrument Mechanic	11	21230-63010	11	32670-101970	
101	Senior Mechanic	11	21230-63010	11	32670-101970	
102	Senior Automobile Mechanic	11	21230-63010	11	32670-101970	
103	Senior Electronic Mechanic	11	21230-63010	11	32670-101970	
104	Senior Electrical Mechanic	11	21230-63010	11	32670-101970	
105	Instrumentation Technician	11	21230-63010	11	32670-101970	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
106	Technical Assistant (Zoology, Nuclear (Zoology, Nuclear Physics, Bio Chemistry)	11	21230-63010	11	32670-101970	
107	Photographer	11	21230-63010	11	32670-101970	
108	Senior Proof Reader	11	21230-63010	11	32670-101970	
109	Head Computer	11	21230-63010	11	32670-101970	
110	Deputy Foreman (Press)	11	21230-63010	11	32670-101970	
111	Documentation Assistant (SAP. Botany)	11	21230-63010	11	32670-101970	
112	Library Assistant (Employment Bureau)	11	21230-63010	11	32670-101970	
113	Farm Assistant (Botany)	10	19500-58330	10	29980-94500	
114	Chief Gardener	10	19500-58330	10	29980-94500	
115	Lino Operator	10	19500-58330	10	29980-94500	
116	Sanitary Inspector	10	19500-58330	10	29980-94500	
117	Draughtsman-cum-Photographer	9 / 8	18400-55410 (EIP) / 17890-53950 (FE)	9 / 8	28280-89720 (EIP) / 27500-87480 (FE)	
118	Taxi Dermist and Museum Keeper / Museum Keeper (Zoology Dept.)	9 / 4	18400-55410 (EIP) / 14600-44870(FE)	9 / 4	28280-89720 (EIP) / 22460-72810 (FE)	
119	Head Binder	9	18400-55410	9	28280-89720	
120	Task Writer	9	18400-55410	9	28280-89720	
121	Technician	9	18400-55410	9	28280-89720	
122	Herbarium-cum-Botanic Garden Field Assistant	9	18400-55410	9	28280-89720	
123	Junior Assistant	7	16400-49870	9	28280-89720	
124	Typist	7	16400-49870	9	28280-89720	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
125	Steno Typist	7	16400-49870	9	28280-89720	
126	Telephone Operator (Grade-II)	7	16400-49870	9	28280-89720	
127	Store Keeper Grade-III (Junior Asst)	7	16400-49870	9	28280-89720	
128	Lower Division Clerk-cum-Punch Operator	7	16400-49870	9	28280-89720	
129	Tracer-cum-Draughtsman (Meteorology)	7	16400-49870	9	28280-89720	
130	Welder Mechanic	8	17890-53950	8	27500-87480	
131	Refrigerator Mechanic	8	17890-53950	8	27500-87480	
132	Mechanic (Physiology)	8	17890-53950	8	27500-87480	
133	Stage Manager (Theatre Arts)	8	17890-53950	8	27500-87480	
134	Make-up-Artist	8	17890-53950	8	27500-87480	
135	Assistant Glass Technologist	8	17890-53950	8	27500-87480	
136	Technical Assistant (Science College)	8	17890-53950	8	27500-87480	
137	Wireman	8	17890-53950	8	27500-87480	
138	Machine Caretaker (Statistics)	8	17890-53950	8	27500-87480	
139	Fitter	8	17890-53950	8	27500-87480	
140	Assistant Fitter	8	17890-53950	8	27500-87480	
141	Mechanic Turner/Turner	8	17890-53950	8	27500-87480	
142	Glass Blower	8	17890-53950	8	27500-87480	
143	Gas Mechanic	8	17890-53950	8	27500-87480	
144	Fitter-cum-Attender (Electrical, Elec. Tech.)	8	17890-53950	8	27500-87480	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
145	Mechanic	8	17890-53950	8	27500-87480	
146	Glass Mechanic	8	17890-53950	8	27500-87480	
147	Electrician Mechanic	8	17890-53950	8	27500-87480	
148	Moulder	8	17890-53950	8	27500-87480	
149	Pattern Maker	8	17890-53950	8	27500-87480	
150	Welder	8	17890-53950	8	27500-87480	
151	Operator-cum-Wireman (Projector 35 mm)	8	17890-53950	8	27500-87480	
152	Electrician	8	17890-53950	8	27500-87480	
153	Junior Mechanic	8	17890-53950	8	27500-87480	
154	Foundry Maistry	8	17890-53950	8	27500-87480	
155	Turner Miller	8	17890-53950	8	27500-87480	
156	Mechanical Maistry	8	17890-53950	8	27500-87480	
157	Electrical Maistry	8	17890-53950	8	27500-87480	
158	Electrical Mechanic	8	17890-53950	8	27500-87480	
159	Electrical Instrument Repairer	8	17890-53950	8	27500-87480	
160	Winder	8	17890-53950	8	27500-87480	
161	Electrical Wireman	8	17890-53950	8	27500-87480	
162	Boilerman	8	17890-53950	8	27500-87480	
163	Engine & Automobile Mechanic	8	17890-53950	8	27500-87480	
164	Painter	8	17890-53950	8	27500-87480	
165	Overseer	8	17890-53950	8	27500-87480	
166	Assistant Automobile Mechanic	8	17890-53950	8	27500-87480	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
167	Fitter and Automobile Mechanic	8	17890-53950	8	27500-87480	
168	Assistant to Fitter	8	17890-53950	8	27500-87480	
169	Lineman	8	17890-53950	8	27500-87480	
170	Battery Switch board Operator Grade-I	8	17890-53950	8	27500-87480	
171	Switchboard Operator Grade-II	8	17890-53950	8	27500-87480	
172	Fitter & Plumber Mechanic	8	17890-53950	8	27500-87480	
173	Laboratory Technician	8	17890-53950	8	27500-87480	
174	Mechanic Fitter	8	17890-53950	8	27500-87480	
175	Mechanic Welder	8	17890-53950	8	27500-87480	
176	Mechanic Carpenter	8	17890-53950	8	27500-87480	
177	Electronic Mechanic	8	17890-53950	8	27500-87480	
178	Hardware Mechanic	8	17890-53950	8	27500-87480	
179	Mechanic (Instrumentation)	8	17890-53950	8	27500-87480	
180	Driller-cum-Draughtsman	8	17890-53950	8	27500-87480	
181	Electrician-cum-Wireman	8	17890-53950	8	27500-87480	
182	Driver Grade-I (Heavy)	8	17890-53950	8	27500-87480	
183	Punch Operator / Data Processing Assistant	8	17890-53950	8	27500-87480	
184	Mechanic to Operate Projector (MBA Prog)	8	17890-53950	8	27500-87480	
185	Herbarium Keeper (Botany)	8	17890-53950	8	27500-87480	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
186	Machine Minder Grade-I	8	17890-53950	8	27500-87480	
187	Senior Binder (SG)	8	17890-53950	8	27500-87480	
188	Impositor	8	17890-53950	8	27500-87480	
189	Artist	8	17890-53950	8	27500-87480	
190	Senior Compositor	8	17890-53950	8	27500-87480	
191	Process Operator	8	17890-53950	8	27500-87480	
192	Camera Assistant	8	17890-53950	8	27500-87480	
193	Bullgrader Driver	8	17890-53950	8	27500-87480	
194	Garden Supervisor	8	17890-53950	8	27500-87480	
195	Maternity Assistant	8	17890-53950	8	27500-87480	
196	Programmer & Punch Operator	8	17890-53950	8	27500-87480	
197	Herbarium Assistant (Botany)	8	17890-53950	8	27500-87480	
198	Junior Laboratory Technician	8	17890-53950	8	27500-87480	
199	Junor Proof Reader	8	17890-53950	8	27500-87480	
200	Head Cook (Hostels & Mess)	7 / 4	16400-49870 (EIP) / 14600-44870 (FE)	7 / 4	25220-80910 (EIP) / 22460-72810. (FE)	
201	Etcher	7	16400-49870	7	25220-80910	
202	Head Cook/Chief Cook (Guest House)	7	16400-49870	7	25220-80910	
203	Diploma Writer	7	16400-49870	7	25220-80910	
204	Key Punch Operator (Computer Centre)	7	16400-49870	7	25220-80910	
205	Technician-cum-Section Cutter (Geology)	7	16400-49870	7	25220-80910	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
206	Technical Assistant (Library)	7	16400-49870	7	25220-80910	
207	House Keeper	7	16400-49870	7	25220-80910	
208	Technician Grade-A (USIC)	7	16400-49870	7	25220-80910	
209	Pattern Maker	6	15460-47330	6	23780-76730	
210	Water Mechanic (PG Centre, Nuzvidu)	6	15460-47330	6	23780-76730	
211	Garden Assistant	6	15460-47330	6	23780-76730	
212	Driver (LV) Grade-II	6	15460-47330	6	23780-76730	
213	Carpenter-cum-Pattern Maker	5 / 6	15030-46060 (for ITI Certificate Holders)/ 15460-47330	5 / 6	23120-74770 (for ITI Certificate Holders)/ 23780-76730	
214	Blacksmith	5	15030-46060	5	15030-46060	
215	Carpenter	5	15030-46060	5	15030-46060	
216	Carpenter-cum-Stage Hand (Theater Arts)	5	15030-46060	5	15030-46060	
217	Assistant House Keeper	5	15030-46060	5	23120-74770	
218	Butler-cum-Caretaker	5	15030-46060	5	23120-74770	
219	Blacksmith Maistry	5	15030-46060	5	23120-74770	
220	Compositor	5	15030-46060	5	23120-74770	
221	Copy Holder	5	15030-46060	5	23120-74770	
222	Record Assistant	5	15030-46060	5	23120-74770	
223	Gestetner Duplicator Operator	4	14600-44870	5	23120-74770	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
224	Junior Laboratory Assistant	4	14600-44870	4	22460-72810	
225	Senior Binder (Including Library)	4	14600-44870	4	22460-72810	
226	Machine Minder Gr-II	4	14600-44870	4	22460-72810	
227	Binder	4	14600-44870	4	22460-72810	
228	Prover	4	14600-44870	4	22460-72810	
229	Time Keeper	4	14600-44870	4	22460-72810	
230	Maistry (Work Inspector Grade-IV)	4	14600-44870	4	22460-72810	
231	Mixer Driver	4	14600-44870	4	22460-72810	
232	Operator for Vibrator	4	14600-44870	4	22460-72810	
233	Lino Attendant	4	14600-44870	4	22460-72810	
234	Junior Binder	4	14600-44870	4	22460-72810	
235	Matron (Girls Hostel)	4	14600-44870	4	22460-72810	
236	Photo Copying Operator	4	14600-44870	4	22460-72810	
237	Sergeant	3	13780-42490	3	21200-65360	
238	Library Attendant (MBA Prog)	3	13780-42490	3	21200-65360	
239	Hammer Man	3	13780-42490	3	21200-65360	
240	Stoker	3	13780-42490	3	21200-65360	
241	Assistant Auto Fitter	3	13780-42490	3	21200-65360	
242	Tinker	3	13780-42490	3	21200-65360	
243	Garden Maistry	3	13780-42490	3	21200-65360	
244	Theatre Assistant	3	13780-42490	3	21200-65360	
245	Machine Attender (Press)	3	13780-42490	3	21200-65360	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
246	Plant Collector (Botany)	3	13780-42490	3	21200-65360	
247	Assistant Cook	2	13390-41380	2	20600-63660	
248	Animal House & Museum Attender (Zoology Dept)	1	13000-40270	1	20000-61960	
249	O.P. Attendant	1	13000-40270	1	20000-61960	
250	Helper	1	13000-40270	1	20000-61960	
251	Servant Maid	1	13000-40270	1	20000-61960	
252	Cleaner	1	13000-40270	1	20000-61960	
253	Store Cooli	1	13000-40270	1	20000-61960	
254	Watchman/ Security Guard	1	13000-40270	1	20000-61960	
255	Head Cooli (Work Inspector Grade-V)	1	13000-40270	1	20000-61960	
256	Woman Mazdoor	1	13000-40270	1	20000-61960	
257	Cleaner (Engineer's Unit)	1	13000-40270	1	20000-61960	
258	Ayah	1	13000-40270	1	20000-61960	
259	Assistant Butler-cum-Caretaker	1	13000-40270	1	20000-61960	
260	Mess Boy/Block Boy	1	13000-40270	1	20000-61960	
261	Mess Maid/Store Maid	1	13000-40270	1	20000-61960	
262	Waterman	1	13000-40270	1	20000-61960	
263	Reading Room Boy	1	13000-40270	1	20000-61960	
264	Sanitary Mazdoor	1	13000-40270	1	20000-61960	
265	Store Mazdoor	1	13000-40270	1	20000-61960	
266	Attender	1	13000-40270	1	20000-61960	
267	Laboratory Boy	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
268	Games Boy	1	13000-40270	1	20000-61960	
269	Tennis Picker	1	13000-40270	1	20000-61960	
270	Cleaner (Main Offices)	1	13000-40270	1	20000-61960	
271	Head Watchman	1	13000-40270	1	20000-61960	
272	Pump Attender	1	13000-40270	1	20000-61960	
273	Gardener	1	13000-40270	1	20000-61960	
274	Sweeper/Thoti	1	13000-40270	1	20000-61960	
275	Survey Lusker	1	13000-40270	1	20000-61960	
276	Server	1	13000-40270	1	20000-61960	
277	Animal House Keeper (Biochemistry)	1	13000-40270	1	20000-61960	
278	Gas Cleaner	1	13000-40270	1	20000-61960	
279	Animal Attendant-cum-Thoti	1	13000-40270	1	20000-61960	
280	Lady Attendant	1	13000-40270	1	20000-61960	
281	Marker/Marker-cum-Peon	1	13000-40270	1	20000-61960	
282	Khalasi	1	13000-40270	1	20000-61960	
283	Mason	1	13000-40270	1	20000-61960	
284	Store Attendant-cum-Artist (Human Gen.)	1	13000-40270	1	20000-61960	
285	Cleaner & Battery Attender	1	13000-40270	1	20000-61960	
286	Switcher	1	13000-40270	1	20000-61960	
287	Garden Woman	1	13000-40270	1	20000-61960	
288	Field Assistant	1	13000-40270	1	20000-61960	
289	Mali	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
290	Bullgrade Helper	1	13000-40270	1	20000-61960	
291	Coolie/R.V. Cooli	1	13000-40270	1	20000-61960	
292	Messenger-cum-Stretcher Bearer	1	13000-40270	1	20000-61960	
293	Attender (Ore. Dressing)	1	13000-40270	1	20000-61960	
294	Ward Boy	1	13000-40270	1	20000-61960	
295	Sanitary Maistry	1	13000-40270	1	20000-61960	
296	Anti Malarial Cooli	1	13000-40270	1	20000-61960	
297	Field Man	1	13000-40270	1	20000-61960	
298	Assistant Matron	1	13000-40270	1	20000-61960	
299	Maid Attendant	1	13000-40270	1	20000-61960	
300	Electrical Pump Attender	1	13000-40270	1	20000-61960	
301	Watchman-cum-Caretaker (Zoology)	1	13000-40270	1	20000-61960	
302	Motor Cycle Messenger	1	13000-40270	1	20000-61960	
303	Sweeper-cum-Attendant	1	13000-40270	1	20000-61960	
304	Mazdoor	1	13000-40270	1	20000-61960	
305	Woman Attendant	1	13000-40270	1	20000-61960	
306	Cleaner	1	13000-40270	1	20000-61960	
307	Foundryman (Engineering Unit)	1	13000-40270	1	20000-61960	
AGRO-ECONOMIC RESEARCH CENTRE MERGED WITH THE UNIVERSITY						
308	JRO	17	28940-78910	17	44570-127480	
309	Field Officer	16	26600-77030	16	40970-124380	
310	Statistical Assistant	16	26600-77030	16	40970-124380	
311	Office Assistant (Senior Assistant)	12	22460-66330	14	37640-115500	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
312	Foreman Grade-II (DTP)	11	21230-63010	11	32670-101970	
313	Operator Grade-I (DTP)	9	18400-55410	9	28280-89720	
314	Clerk-cum-Accountant	7	16400-49870	9	28280-89720	
315	Steno-Typist	7	16400-49870	9	28280-89720	
316	Typist	7	16400-49870	9	28280-89720	
317	Operator Grade-II (DTP)	8	17890-53950	8	27500-87480	
318	Computer	8	17890-53950	8	27500-87480	
319	Compositor (DTP)	5	15030-46060	5	23120-74770	
320	Prover (DTP)	4	14600-44870	4	22460-72810	
321	Brodma Operator	3	13780-42490	3	21200-65360	
322	Nursery Teacher	1	13000-40270	1	20000-61960	
323	Peon (Attender)	1	13000-40270	1	20000-61960	

05. DAMODARAM SANJIVAYYA LAW UNIVERSITY, VISAKHAPATNAM

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Professor					Not in Commission's Purview
2.	Associate Professor					Not in Commission's Purview
3.	Assistant Professor					Not in Commission's Purview
4.	Lecturer					Not in Commission's Purview
5.	Teaching Associate					Not in Commission's Purview
6.	Teaching Assistant/ Research Assistant					Not in Commission's Purview
7.	Deputy Registrar	23	42490-96110	24	70850-158880	
8.	Personal Secretary	20	35120-87130	20	54060-140540	
9.	Accounts Officer	20	35120-87130	20	54060-140540	
10.	Assistant Registrar	20	35120-87130	20	54060-140540	
11.	Assistant Executive Registrar	19	31460-84970	19	48440-137220	
12.	Junior Accounts Officer	17	28940-78910	18	45830-130580	On par with same category in T&A Dept
13.	Deputy Librarian	17	28940-78910	18	45830-130580	
14.	Physical Director	16	26600-77030	17	44570-127480	
15.	Assistant Librarian	11	21230-63010	11	32670-101970	

06. DR. ABDUL HAQ URDU UNIVERSITY, KURNOOL

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	
2	Controller of Examination	24	46060-98440	24	70850-158880	
3	Assistant Registrar	21	37100-91450	21	57100-147760	
4	Superintendent	17	28940-78910	18	45830-130580	

07. DR. B.R.AMBEDKAR UNIVERSITY, SRIKAKULAM

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	For non-UGC pay scale holders
2	Controller of Examinations	24	46060-98440	24	70850-158880	
3	Library Assistant	22	40270-93780	22	61960-151370	
4	Assistant Registrar	21	37100-91450	21	57100-147760	
5	Superintendent	17	28940-78910	18	45830-130580	
6	Senior Assistant	12	22460-66330	14	37640-115500	
7	Junior Assistant / L.D. Clerk / Junior Steno / L.D. Steno / Typist / Store Keeper Grade-III	7	16400-49870	9	28280-89720	
8	Driver (HV)	8	17890-53950	8	27500-87480	
9	Record Assistant	5	15030-46060	5	23120-74770	
10	Roneo Operator	5	15030-46060	5	23120-74770	
11	Office Subordinate	1	13000-40270	1	20000-61960	
12	Gardner	1	13000-40270	1	20000-61960	
13	Mali	1	13000-40270	1	20000-61960	
14	Malan	1	13000-40270	1	20000-61960	
15	Sweeper	1	13000-40270	1	20000-61960	
16	Scavenger	1	13000-40270	1	20000-61960	
17	Farash	1	13000-40270	1	20000-61960	

08. DR. NTR UNIVERSITY OF HEALTH SCIENCES, VIJAYAWADA

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Joint Registrar	26	52590-103290	26	80910-166680	
2	Finance Officer	26	52590-103290	26	80910-166680	
3	University Engineer	24	46060-98440	25	76730-162780	On par with Executive Engineer
4	Legal Officer	24	46060-98440	24	70850-158880	
5	Deputy Registrar	24	46060-98440	24	70850-158880	
6	Deputy University Engineer	23	42490-96110	23	65360-154980	
7	Assistant University Engineer	21	37100-91450	21	57100-147760	
8	Assistant Registrar	21	37100-91450	21	57100-147760	
9	Assistant Engineer/ Section Officer	19	31460-84970	19	48440-137220	
10	P.S. to Vice-Chancellor	17	28940-78910	18	45830-130580	
11	Superintendent	17	28940-78910	18	45830-130580	
12	Technical Assistant	16 / 8	26600-77030 (P)/ 17890-53950 (FE)	16 / 8	40970-124380 (P)/ 27500-87480 (FE)	
13	Senior Assistant	12	22460-66330	14	37640-115500	
14	Senior Stenographer	12	22460-66330	14	37640-115500	
15	Assistant Librarian	12	22460-66330	12	34580-107210	
16	Draughtsman	12	22460-66330	12	34580-107210	
17	Electrician-cum-Generator Operator	9 / 4	18400-55410 (EIP) (possesing the prescribed qualification only)/ 14600-44870	9 / 4	28280-89720 (EIP) (possesing the prescribed qualification only)/ 22460-72810 (Others)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18	Junior Assistant	7	16400-49870	9	28280-89720	
19	Junior Steno	7	16400-49870	9	28280-89720	
20	Typist	7	16400-49870	9	28280-89720	
21	Tracer	7	16400-49870	9	28280-89720	
22	Telephone Operator	7	16400-49870	9	28280-89720	
23	Driver	6	15460-47330	6	23780-76730	
24	Record Assistant	5	15030-46060	5	23120-74770	
25	PPC-cum-Roneo Operator	4	14600-44870	5	23120-74770	
26	Sergeant	1 / 5	13000-40270 (FE)/ 15030-46060 (EIP)	1 / 5	20000-61960 (FE)/ 23120-74770 (EIP)	
27	Attender	1	13000-40270	1	20000-61960	
28	Plumber	1	13000-40270	1	20000-61960	
29	Scavenger	1	13000-40270	1	20000-61960	
30	Sweeper	1	13000-40270	1	20000-61960	

09. DR. YSR HORTICULTURE UNIVERSITY, VENKATARAMANNAGUDEM

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Comptroller	30	73270-108330	30	112610-174790	
2	Estate Officer	27	56870-105810	27	87480-170580	
3	Joint Registrar	26	52590-103290	26	80910-166680	
4	Executive Engineer (Civil)	25	49870-100770	25	76730-162780	
5	Deputy Registrar/ Deputy Comptroller	24	46060-98440	24	70850-158880	
6	Deputy Executive Engineer (Civil)	23	42490-96110	23	65360-154980	
7	Deputy Executive Engineer (Elec.)	23	42490-96110	23	65360-154980	
8	Asst. Executive Engineer (Civil)	21	37100-91450	21	57100-147760	
9	Assistant Registrar	21	37100-91450	21	57100-147760	
10	Assistant Comptroller	21	37100-91450	21	57100-147760	
11	Administrative Officer	21	37100-91450	21	57100-147760	
12	PA to Vice Chancellor	21	37100-91450	21	57100-147760	
13	Agricultural Officer	20	35120-87130	20	54060-140540	
14	Assistant Engineer (Civil/Electrical)	19	31460-84970	19	48440-137220	
15	Superintendent	17	28940-78910	18	45830-130580	
16	Security Officer	17	28940-78910	17	44570-127480	
17	Technical officer					UGC Scale
18	Senior Assistant	13 / 12	23100-67990 (EIP) / 22460-66330 (FE)	14	37640-115500	
19	Upper Division Steno	13 / 12	23100-67990 (EIP) / 22460-66330 (FE)	14	37640-115500	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
20	Care Taker	12	22460-66330	14	37640-115500	
21	Senior Technical Assistant	12	22460-66330	14	37640-115500	
22	Draughtsman Grade-III	12	22460-66330	12	34580-107210	
23	Junior Library Assistant	9	18400-55410	9	28280-89720	
24	Junior Asst.-cum-Typist	7	16400-49870	9	28280-89720	
25	Typist	7	16400-49870	9	28280-89720	
26	Store Keeper	7	16400-49870	9	28280-89720	
27	Lower Division Steno	7	16400-49870	9	28280-89720	
28	Electrician	8	17890-53950 (for those who possess the qualification prescribed under the rules)	8	27500-87480 (for those who possess the qualification prescribed under the rules)	
29	Driver (H.V) (Driver/Tractor)	8	17890-53950	8	27500-87480	
30	Sub-Asst. (Agrl. Extn. Officer)	7	16400-49870	7	25220-80910	
31	Driver (L.V) (Driver/Tractor)	6	15460-47330	6	23780-76730	
32	Cashier	6	15460-47330	6	23780-76730	
33	Record Assistant	5	15030-46060	5	23120-74770	
34	Field Supervisor	2	13390-41380	2	20600-63660	
35	Cleaner	1	13000-40270	1	20000-61960	
36	Attender / Messenger	1	13000-40270	1	20000-61960	
37	Laboratory Attender	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
38	Work Inspector, Grade-V	1	13000-40270	1	20000-61960	
39	Agricultural Workman	1	13000-40270	1	20000-61960	
40	Malan/Mali	1	13000-40270	1	20000-61960	
41	Watchman	1	13000-40270	1	20000-61960	

10. DRAVIDIAN UNIVERSITY, KUPPAM

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	For non-UGC pay scale holders
2	Finance Officer	26	52590-103290	26	80910-166680	
3	Controller of Examinations	24	46060-98440	24	70850-158880	
4	Deputy Registrar	24	46060-98440	24	70850-158880	
5	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
6	Accounts Officer	22	40270-93780	22	61960-151370	
7	Assistant Executive Engineer (Civil)	21	37100-91450	21	57100-147760	
8	Estate Officer (Cadre of A.E.E.)	21	37100-91450	21	57100-147760	
9	Horticulture Officer/ Forest Officer (in the category of Asst. Director)	21	37100-91450	21	57100-147760	
10	Assistant Registrar	21	37100-91450	21	57100-147760	
11	Assistant Controller of Examinations	21	37100-91450	21	57100-147760	
12	Assistant Engineer (Electrical)	19	31460-84970	19	48440-137220	
13	Draughtsman	19	31460-84970	19	48440-137220	
14	Library Assistant Grade-I	18	29760-80930	18	45830-130580	
15	Superintendent	17	28940-78910	18	45830-130580	
16	P.S. to Vice Chancellor (Superintendent Cadre)	17	28940-78910	18	45830-130580	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17	Physical Training Instructor	14	24440-71510	14	37640-115500	
18	Senior Assistant	12	22460-66330	14	37640-115500	
19	P.A. to Registrar (Senior Assistant Cadre)	12	22460-66330	14	37640-115500	
20	Stenographer (Senior Asst. Cadre)	12	22460-66330	14	37640-115500	
21	Library Assistant Grade-II	13	23100-67990	14	37640-115500	
22	Stenographer (Junior Asst. Cadre)	7	16400-49870	9	28280-89720	
23	Junior Assistant	7	16400-49870	9	28280-89720	
24	Data Entry Operator	7	16400-49870	7	25220-80910	
25	Driver	6	15460-47330	6	23780-76730	
26	Attender	1	13000-40270	1	20000-61960	
27	Gardener	1	13000-40270	1	20000-61960	

11. JAWAHARLAL TECHNOLOGICAL UNIVERSITY, ANANTAPURAMU

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	For non-UGC pay scale holders
2	Director Evaluation	30	73270-108330	30	112610-174790	
3	Finance Officer	26	52590-103290	26	80910-166680	
4	University Engineer	24 / 29	46060-98440 (FE) / 66330-108330(EIP)	25/29	76730-162780 (FE) / 101970-174790 (EIP)	On par with Executive Engineer/ Superintending Engineer
5	Deputy Registrar	24	46060-98440	24	70850-158880	
6	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
7	Medical Officer	22	40270-93780	22	61960-151370	
8	Assistant Registrar	21	37100-91450	21	57100-147760	
9	Technical Assistant	19	31460-84970	19	48440-137220	
10	Superintendent	17	28940-78910	18	45830-130580	
11	Senior Assistant	12	22460-66330	14	37640-115500	
12	Pharmacist	11	21230-63010	13	35570-109910	On par with same category in HM&FW Dept
13	Telecom-Mechanic	11	21230-63010	11	32670-101970	
14	Lineman & Electrician	11	21230-63010	11	32670-101970	
15	Engine Driver	11	21230-63010	11	32670-101970	
16	Instrument Repairer	11	21230-63010	11	32670-101970	
17	Foreman in Fitting	11	21230-63010	11	32670-101970	
18	Foreman in Carpentry	11	21230-63010	11	32670-101970	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19	Armature winder	11	21230-63010	11	32670-101970	
20	Mechanic	11	21230-63010	11	32670-101970	
21	Boiler Attendant	11	21230-63010	11	32670-101970	
22	Maistry	11	21230-63010	11	32670-101970	
23	Workshop Artisan	11	21230-63010	11	32670-101970	
24	Pump House Operator Grade-I	11	21230-63010	11	32670-101970	
25	Computer Operator	11	21230-63010	11	32670-101970	
26	Workshop Instructor	11	21230-63010	11	32670-101970	
27	Typist	7	16400-49870	9	28280-89720	
28	Junior Assistant	7	16400-49870	9	28280-89720	
29	Lower Division Steno	7	16400-49870	9	28280-89720	
30	Fitter	8	17890-53950	8	27500-87480	
31	Turner	8	17890-53950	8	27500-87480	
32	Pump House Operator	8	17890-53950	8	27500-87480	
33	Fitter-cum-Welder	8	17890-53950	8	27500-87480	
34	Foundry Smith	8	17890-53950	8	27500-87480	
35	Workshop Helper	8	17890-53950	8	27500-87480	
36	Bus Driver	8	17890-53950	8	27500-87480	
37	Truck Driver	8	17890-53950	8	27500-87480	
38	Work Inspector	7	16400-49870	7	25220-80910	
39	Car Driver	6	15460-47330	6	23780-76730	
40	Record Assistant	5	15030-46060	5	23120-74770	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
41	Blacksmith	3 / 5	13780-42490 (EI unqualified personnel)/ 15030-46060 (FE) qualified	3 / 5	21200-65360 (EI unqualified personnel)/ 23120- 74770(FE) qualified	
42	Carpenter	3 / 5	13780-42490 (EI unqualified personnel)/ 15030-46060 (FE) qualified	3 / 5	21200-65360 (EI unqualified personnel)/ 23120- 74770(FE) qualified	
43	Hammerman	3	13780-42490	3	21200-65360	
44	Sergeant	3	13780-42490	3	21200-65360	
45	Store-Cum-Cleaner	1	13000-40270	1	20000-61960	
46	Gasman	1	13000-40270	1	20000-61960	
47	Cleaner	1	13000-40270	1	20000-61960	
48	Store Laskar	1	13000-40270	1	20000-61960	
49	Female Nursing Orderly	1	13000-40270	1	20000-61960	
50	Male Nursing Orderly	1	13000-40270	1	20000-61960	
51	Scavenger	1	13000-40270	1	20000-61960	
52	Gardener	1	13000-40270	1	20000-61960	
53	Sweeper	1	13000-40270	1	20000-61960	
54	Watchman	1	13000-40270	1	20000-61960	
55	Office Subordinate	1	13000-40270	1	20000-61960	
JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY: OIL TECHNOLOGICAL RESEARCH INSTITUTE (OTRI) ANANTAPURAMU						
1	Director OTRI, Anantapur	26	52590-103290	26	80910-166680	
2	Senior Chemical Engineer	24	46060-98440	25	76730- 162780	
3	Chemical Engineer	21	37100-91450	21	57100-147760	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
4	Research Officer	20	35120-87130	20	54060-140540	
5	Senior Scientific Assistant	19	31460-84970	19	48440-137220	
6	Superintendent	17	28940-78910	18	45830-130580	
7	Junior Scientific Assistant	17	28940-78910	17	44570-127480	
8	Junior Research Assistant	17	28940-78910	17	44570-127480	
9	Pilot Plant Supervisor	16	26600-77030	16	40970-124380	
10	Librarian	16	26600-77030	16	40970-124380	
11	Senior Assistant	12	22460-66330	14	37640-115500	
12	Mechanical Foreman	12	22460-66330	12	34580-107210	
13	Pilot Plant Mechanic	11	21230-63010	11	32670-101970	
14	Welder	11	21230-63010	11	32670-101970	
15	Mechanic	11	21230-63010	11	32670-101970	
16	Junior Assistant	7	16400-49870	9	28280-89720	
17	Steno-Typist	7	16400-49870	9	28280-89720	
18	Junior Stenographer	7	16400-49870	9	28280-89720	
19	Typist	7	16400-49870	9	28280-89720	
20	Lab-Attendants	8 / 5	17890-53950 (EI)/ 15030-46060 (FE)	8 / 5	27500-87480 (EI)/ 23120-74770 (FE)	
21	General Mechanic	8	17890-53950	8	27500-87480	
22	Boiler Attendant	8	17890-53950	8	27500-87480	
23	Glass Blower	8	17890-53950	8	27500-87480	
24	Electrician	8	17890-53950	8	27500-87480	
25	Fitter	8	17890-53950	8	27500-87480	
26	Turner	8	17890-53950	8	27500-87480	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
27	Carpenter	3 / 5	13780-42490 (EI Un-qualified(P))/ 15030-46060 (Q)	3/5	21200-65360 (EI Un-qualified(P))/ 23120-74770(Q)	
28	Laboratory Attender	3	13780-42490	3	21200-65360	
29	Gasman	1 / 3	13000-40270 (FE) / 13780-42490 (EIP)	1/3	20000-61960 (FE) / 21200-65360 (EIP)	
30	Attender	1	13000-40270	1	20000-61960	
31	Water Boy	1	13000-40270	1	20000-61960	
32	Masalchi	1	13000-40270	1	20000-61960	
33	Workshop Cleaner	1	13000-40270	1	20000-61960	
34	Gardener	1	13000-40270	1	20000-61960	
35	Sweeper	1	13000-40270	1	20000-61960	
36	Watchman	1	13000-40270	1	20000-61960	
JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY COLLEGE OF ENGINEERING, PULIVENDULA						
1	Deputy Registrar	24	46060-98440	24	70850-158880	
2	Assistant Registrar	21	37100-91450	21	57100-147760	
3	Superintendent	17	28940-78910	18	45830-130580	
4	Senior Assistant	12	22460-66330	14	37640-115500	
JAWAHARLAL TECHNOLOGICAL UNIVERSITY, ANANTAPURAMU- HOSTELS						
1	Senior Assistant	12	22460-66330	14	37640-115500	
2	Junior Assistant	7	16400-49870	9	28280-89720	
3	Typist	7	16400-49870	9	28280-89720	
4	Steward	4	14600-44870	4	22460-72810	
5	Head Cook	4	14600-44870	4	22460-72810	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
6	Assistant Cook	3	13780-42490	3	21200-65360	
7	Office Subordinate	1	13000-40270	1	20000-61960	
8	Cleaner	1	13000-40270	1	20000-61960	
9	Servers	1	13000-40270	1	20000-61960	
10	Sweepers	1	13000-40270	1	20000-61960	
11	Watchman	1	13000-40270	1	20000-61960	
JAWAHARLAL NEHRU TECHNICAL UNIVERSITY ANANTHAPURAMU, JNTUA COLLEGE OF ENGINEERING, KALIKIRI						
1	Deputy Registrar	24	46060-98440	24	70850-158880	
2	Assistant Registrar	21	37100-91450	21	57100-147760	
3	Superintendent	17	28940-78910	18	45830-130580	

12. JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY, KAKINADA

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Deputy Registrar	24	46060-98440	24	70850-158880	
2	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
3	Assistant Registrar	21	37100-91450	21	57100-147760	
4	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
5	Draughtsman (Civil & Mechanical)	19	31460-84970	19	48440-137220	
6	Technical Assistant, Gr.I	19	31460-84970	19	48440-137220	
7	Graduate Librarian	18	29760-80930	18	45830-130580	
8	Superintendent	17	28940-78910	18	45830-130580	
9	Senior Instructor (Workshop Instructor)	16 / 11	26600-77030(PI)/ 21230-63010 (FE)	16 / 11	40970-124380 (PI) / 32670-101970 (FE)	
10	Assistant Librarian	16	26600-77030	16	40970-124380	
11	Senior Assistant/ U.D. Stenographer	12	22460-66330	14	37640-115500	
12	Foreman in Fitting	11	21230-63010	11	32670-101970	
13	Foreman in Carpentry	11	21230-63010	11	32670-101970	
14	Electrical Wireman	11	21230-63010	11	32670-101970	
15	Armature winder	11	21230-63010	11	32670-101970	
16	Power House Engine Driver	11	21230-63010	11	32670-101970	
17	Instrument Mechanic	11	21230-63010	11	32670-101970	
18	Boiler Attendant	11	21230-63010	11	32670-101970	
19	Mechanic	11	21230-63010	11	32670-101970	
20	Maistry	11	21230-63010	11	32670-101970	
21	Radio Mechanic	11	21230-63010	11	32670-101970	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
22	Pump House Operator Grade-I	11	21230-63010	11	32670-101970	
23	Signaling Instructor	11	21230-63010	11	32670-101970	
24	Wiring Instructor	11	21230-63010	11	32670-101970	
25	Artisan (Special Artisan, Class. I, Class-II Class III & work-shop Artisan)	11	21230-63010	11	32670-101970	
26	Pharmacist	9	18400-55410	9	28280-89720	
27	Junior Steno/Lower Division Steno/ Stenographer/Steno-Typist	7	16400-49870	9	28280-89720	
28	Typist	7	16400-49870	9	28280-89720	
29	Junior Assistant	7	16400-49870	9	28280-89720	
30	Work Shop Helper	8	17890-53950	8	27500-87480	
31	Truck Driver	8	17890-53950	8	27500-87480	
32	Car Driver	6	15460-47330	6	23780-76730	
33	Record Assistant	5	15030-46060	5	23120-74770	
34	Head Cook	4	14600-44870	4	22460-72810	
35	Laboratory Attender	3	13780-42490	3	21200-65360	
36	Sergeant	3	13780-42490	3	21200-65360	
37	Asst. Cook	2	13390-41380	2	20600-63660	
38	Cleaner	1	13000-40270	1	20000-61960	
39	Sewage Attender	1	13000-40270	1	20000-61960	
40	Laskar	1	13000-40270	1	20000-61960	
41	Female Nursing Orderly	1	13000-40270	1	20000-61960	
42	Male Nursing Orderly	1	13000-40270	1	20000-61960	
43	Stoker	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
44	Ward Attender	1	13000-40270	1	20000-61960	
45	Scavenger/Sweeper	1	13000-40270	1	20000-61960	
46	Office Sub-Ordinate	1	13000-40270	1	20000-61960	
47	Watch & Ward Staff	1	13000-40270	1	20000-61960	
48	Hostel Cleaner	1	13000-40270	1	20000-61960	
49	Server (Hostel)	1	13000-40270	1	20000-61960	
50	Cart boy (Hostel)	1	13000-40270	1	20000-61960	
51	Servant Maids (Hostel)	1	13000-40270	1	20000-61960	

13. KRISHNA UNIVERSITY, MACHILIPATNAM

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	
2	Comptroller of Examinations	24	46060-98440	24	70850-158880	
3	Assistant Registrar	21	37100-91450	21	57100-147760	
4	Superintendent	17	28940-78910	18	45830-130580	
5	Senior Assistant	12	22460-66330	14	37640-115500	
6	Mechanic (Physics Dept.)	12	22460-66330	12	34580-107210	
7	Technician	11	21230-63010	11	32670-101970	
8	Motor Mechanic	6	15460-47330	6	23780-76730	
9	Matron	3	13780-42490	3	21200-65360	
10	Sweeper/Thoti	1	13000-40270	1	20000-61960	
11	Helper	1	13000-40270	1	20000-61960	
12	Games Boy	1	13000-40270	1	20000-61960	

14. RAJIV GANDHI INSTITUTE OF KNOWLEDGE TECHNOLOGY, KUNCHANPALLI

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	For non-UGC pay scale holder
2	Finance Officer	26	52590-103290	26	80910-166680	
3	Executive Engineer	24	46060-98440	25	76730-162780	On par with Executive Engineer
4	Deputy Registrar/ Chief Administrative Officer	23	42490-96110	24	70850-158880	
5	Deputy Executive Engineer (Civil)	21	37100-91450	23	65360-154980	
6	Deputy Executive Engineer (Electrical)	21	37100-91450	23	65360-154980	
7	Medical Officer	22	40270-93780	22	61960-151370	
8	IT Manager	21	37100-91450	21	57100-147760	
9	Assistant Registrar	20	35120-87130	21	57100-147760	
10	Assistant Professor	20	35120-87130	20	54060-140540	
11	Assistant Accounts Officer	20	35120-87130	20	54060-140540	
12	System Administrator	20	35120-87130	20	54060-140540	
13	Network Administrator	20	35120-87130	20	54060-140540	
14	Sports Officer	20	35120-87130	20	54060-140540	
15	Psychologist cum Counsellor	20	35120-87130	20	54060-140540	
16	Security Officer	20	35120-87130	20	54060-140540	
17	Superintendent	16	26600-77030	18	45830-130580	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18	System/ Network Support Engineer	17	28940-78910	17	44570-127480	
19	Workshop Foreman	17	28940-78910	17	44570-127480	
20	Lecturer	16	26600-77030	16	40970-124380	
21	Secretary-cum-Steno	16	26600-77030	16	40970-124380	
22	IT Programmer	16	26600-77030	16	40970-124380	
23	Technical Officer	16	26600-77030	16	40970-124380	
24	Officer (House Keeping & Public Health)	16	26600-77030	16	40970-124380	
25	Assistant Security Officer	16	26600-77030	16	40970-124380	
26	Lab Assistant	14	24440-71510	14	37640-115500	
27	Physical Education Trainer	14	24440-71510	14	37640-115500	
28	Office Assistant cum Programmer/ Senior Assistant	11	21230-63010	14	37640-115500	
29	Staff Nurse	13	23100-67990	13	35570-109910	
30	Lab Technician	11	21230-63010	12	34580-107210	On par with same category in HM&FW Dept
31	Accountant	11	21230-63010	11	32670-101970	
32	Library Assistant	11	21230-63010	11	32670-101970	
33	Hostel & Mess Care Taker	11	21230-63010	11	32670-101970	
34	Pharmacist	9	18400-55410	9	28280-89720	
35	Medical Lab Technician	8	17890-53950	8	27500-87480	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
36	Works Inspector (Civil)	7	16400-49870	7	25220-80910	
37	Works Inspector (Electrical)	7	16400-49870	7	25220-80910	
38	Data Processing Officer	7	16400-49870	7	25220-80910	

15. RAYALASEEMA UNIVERSITY, KURNOOL

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar					UGC Pay Scale
2	Controller of Examinations	24	46060-98440	24	70850-158880	
3	Assistant Registrar	21	37100-91450	21	57100-147760	
4	Superintendent	17	28940-78910	18	45830-130580	
5	Senior Assistant	12	22460-66330	14	37640-115500	
6	Laboratory Assistant	11	21230-63010	12	34580-107210	

16. SRI KRISHNADEVARAYA UNIVERSITY, ANANTAPURAMU

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	For non-UGC pay scale holder
2	Superintending Engineer	29	66330-108330	29	101970-174790	
3	Finance Officer	26	52590-103290	26	80910-166680	
4	Executive Engineer	25	49870-100770	25	76730-162780	
5	Controller of Examinations	24	46060-98440	24	70850-158880	
6	Deputy Registrar	24	46060-98440	24	70850-158880	
7	Development Officer	23	42490-96110	23	65360-154980	
8	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
9	Lady Medical Officer	22	40270-93780	22	61960-151370	
10	Medical Officer	22	40270-93780	22	61960-151370	
11	Library Assistant Grade-I	22	40270-93780	22	61960-151370	
12	Accounts Officer	22	40270-93780	22	61960-151370	
13	Asst. Executive Engineer	21	37100-91450	21	57100-147760	
14	Secretary to Vice Chancellor	21/17	37100-91450 / 28940-78910 (If held by S.C. Steno)	21/17	57100-147760 (If held by Asst Registrar) / 44570-127480 (If held by S.C. Steno)	
15	Assistant Controller of Examinations	21	37100-91450	21	57100-147760	
16	Assistant Administrative Officer	21	37100-91450	21	57100-147760	
17	Assistant Registrar	21	37100-91450	21	57100-147760	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18	Coacher	19	31460-84970	19	48440-137220	
19	Assistant Engineer	19	31460-84970	19	48440-137220	
20	P.A. to Vice Chancellor	17	28940-78910	18	45830-130580	
21	Superintendent (Hostel)	17	28940-78910	18	45830-130580	
22	Superintendent	17	28940-78910	18	45830-130580	
23	P.A. to Registrar	17	28940-78910	18	45830-130580	
24	Statistical Assistant	17	28940-78910	18	45830-130580	
25	Technical Assistant	16	26600-77030	16	40970-124380	
26	U.D Stenographer	12	22460-66330	14	37640-115500	
27	Steno-cum-Typist	12	22460-66330	14	37640-115500	
28	Senior Assistant	12	22460-66330	14	37640-115500	
29	Senior Assistant (Hostel)	12	22460-66330	14	37640-115500	
30	Pharmacist Grade.II	11	21230-63010	13	35570-109910	
31	Manager	12	22460-66330	12	34580-107210	
32	Draughtsman Grade.III	12	22460-66330	12	34580-107210	
33	Staff Nurse	11 / 15	21230-63010 (EIP)/ 25140-73270 (for those who possess the qualification of Staff Nurse in the Govt.)	11/16	32670-101970 (EIP)/ 40970-124380 (for those who possess the qualification of Staff Nurse in the Govt.)	
34	Line Inspector	11	21230-63010	11	32670-101970	
35	Garden Supervisor	10	19500-58330	10	29980-94500	
36	Auxiliary Nurse/Midwife	10	19500-58330	10	29980-94500	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
37	Telephone Operator	7	16400-49870	9	28280-89720	
38	Store Keeper (Hostel)	7	16400-49870	9	28280-89720	
39	Junior Stenographer	7	16400-49870	9	28280-89720	
40	Junior Assistant	7	16400-49870	9	28280-89720	
41	Assistant Fitter	8 / 1	17890-53950 (ITI certificate holder existing incumbent personal) / 13000-40270	8 / 1	27500-87480 (ITI certificate holder existing incumbent personal) / 20000-61960	
42	Assistant Pump Driver	8 / 1	17890-53950 (ITI certificate holder) / 13000-40270 (UQ)	8 / 1	27500-87480 (ITI certificate holder) / 20000-61961 (UQ)	
43	Pump Driver	8 / 1	17890-53950 (ITI certificate holder) / 13000-40270 (UQ)	8 / 1	27500-87480 (ITI certificate holder) / 20000-61961 (UQ)	
44	Plumber	8	17890-53950	8	27500-87480	
45	Fitter	8	17890-53950	8	27500-87480	
46	Switch Board Operator	8	17890-53950	8	27500-87480	
47	Electrician	8	17890-53950	8	27500-87480	
48	Gas Mechanic	8	17890-53950	8	27500-87480	
49	Gasman	8	17890-53950	8	27500-87480	
50	Glass Blower	8	17890-53950	8	27500-87480	
51	Mechanic	8	17890-53950	8	27500-87480	
52	Assistant Electrician	8	17890-53950	8	27500-87480	
53	Driver (H.V)	8	17890-53950	8	27500-87480	
54	Laboratory Assistant	8	17890-53950	8	27500-87480	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
55	Head Cook (Hostel)	7 / 4	16400-49870 (EIP)/ 14600-44870 (FE)	7 / 4	25220-80910 (EIP)/ 22460-72810 (FE)	
56	Head Cook (Guest House)	7	16400-49870	7	25220-80910	
57	Head Cook	7	16400-49870	7	25220-80910	
58	Junior Lib. Assistant	7	16400-49870	7	25220-80910	
59	Work Inspector (Maistry Grade.II)	5	15030-46060	5	23120-74770	
60	Record Assistant	5	15030-46060	5	23120-74770	
61	Steward (Hostel)	4	14600-44870	4	22460-72810	
62	Assistant Cook (Hostel)	2	13390-41380	2	20600-63660	
63	Cook	2	13390-41380	2	20600-63660	
64	Hospital Boy	1	13000-40270	1	20000-61960	
65	Workshop Assistant	1	13000-40270	1	20000-61960	
66	Helper (Hostel)	1	13000-40270	1	20000-61960	
67	Wheel Valve Operator	1	13000-40270	1	20000-61960	
68	Marker	1	13000-40270	1	20000-61960	
69	Provision Cleaner (Hostel)	1	13000-40270	1	20000-61960	
70	Server (Hostel)	1	13000-40270	1	20000-61960	
71	Cleaner (Hostel)	1	13000-40270	1	20000-61960	
72	Cleaner (Transport)	1	13000-40270	1	20000-61960	
73	Binder Boy	1	13000-40270	1	20000-61960	
74	Assistant Binder Boy	1	13000-40270	1	20000-61960	
75	Security Guard	1	13000-40270	1	20000-61960	
76	Sweeper / Scavenger	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
77	Watchman	1	13000-40270	1	20000-61960	
78	Gardener	1	13000-40270	1	20000-61960	
79	Attender	1	13000-40270	1	20000-61960	
80	Attender (Hostel)	1	13000-40270	1	20000-61960	
81	Assistant Steward/Store Clerk/Attender (Hostel)	1	13000-40270	1	20000-61960	
82	Watchman (Hostel)	1	13000-40270	1	20000-61960	
83	Sweeper-cum-Scavenger (Hostel)	1	13000-40270	1	20000-61960	
84	Pump Driver (UQ)	1	13000-40270	1	20000-61960	
85	Assistant Pump Driver (UQ)	1	13000-40270	1	20000-61960	
86	Assistant Fitter (UQ)	1	13000-40270	1	20000-61960	
87	Groundman	1	13000-40270	1	20000-61960	

17. SRI PADMAVATHI MAHILA VISWAVIDYALAYAM, TIRUPATI

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	
2	Finance Officer	26	52590-103290	26	80910-166680	
3	Deputy Registrar	24	46060-98440	24	70850-158880	
4	Controller of Exams	24	46060-98440	24	70850-158880	
5	Medical Officer	22	40270-93780	22	61960-151370	
6	Library Assistant	22	40270-93780	22	61960-151370	
7	Accounts Officer	22	40270-93780	22	61960-151370	
8	Assistant Registrar	21	37100-91450	21	57100-147760	
9	Superintendent	17	28940-78910	18	45830-130580	
10	Secretary to Vice Chancellor	17	28940-78910	18	45830-130580	
11	Deputy Statistical Officer	17	28940-78910	18	45830-130580	
12	Staff Nurse	15	25140-73270	16	40970-124380	
13	Lab. Technician [Formerly Technician (B. Pharmacy)]	14	24440-71510	15	38720-118390	
14	Senior Assistant (Including P.A. to Registrar)	12	22460-66330	14	37640-115500	
15	Stenographer/ Steno.II (Including P.A to V.C.)	12	22460-66330	14	37640-115500	
16	Lab. Technician, Microbiology	12	22460-66330	12	34580-107210	
17	Junior Assistant	7	16400-49870	9	28280-89720	
18	Junior Assistant-cum-Typist	7	16400-49870	9	28280-89720	
19	Store Keeper/Store Clerk	7	16400-49870	9	28280-89720	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
20	Typist	7	16400-49870	9	28280-89720	
21	Steno Typist	7	16400-49870	9	28280-89720	
22	Operatot for Generator	8	17890-53950	8	27500-87480	
23	Work Inspector	8	17890-53950	8	27500-87480	
24	Pump Operator	8 / 1	17890-53950/ 13000-40270	8 / 1	27500-87480 (ITI qualified)/ 20000-61960 (UQ)	
25	Carpenter	5 / 1	15030-46060 (Q) / 13000-40270 (UQ)	5 / 1	23120-74770 (Q) / 20000-61960 (UQ)	
26	Care Taker	3	13780-42490	3	21200-65360	
27	Lab Attendant	2	13390-41380	2	20600-63660	
28	Attender	1	13000-40270	1	20000-61960	
29	Gardener	1	13000-40270	1	20000-61960	
30	Watchman	1	13000-40270	1	20000-61960	
31	Sweeper/ Sweeper-cum-Scavenger	1	13000-40270	1	20000-61960	
32	Helper (Hostel)	1	13000-40270	1	20000-61960	
33	Book Bearer	1	13000-40270	1	20000-61960	
34	Cycle Orderly	1	13000-40270	1	20000-61960	
35	Store Boy	1	13000-40270	1	20000-61960	
36	Rice Cleaner	1	13000-40270	1	20000-61960	
37	Cook-cum-Helper	1	13000-40270	1	20000-61960	
38	Cleaner	1	13000-40270	1	20000-61960	
39	Helper (Electrical)	1	13000-40270	1	20000-61960	
TECHNICAL AND MISCELLANEOUS						
1	Executive Engineer	25	49870-100770	25	76730-162780	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
3	Assistant Executive Engineer	21	37100-91450	21	57100-147760	
4	Assistant Engineer	19	31460-84970	19	48440-137220	
5	Computer Operator	15 / 7	25140-73270 (EIP)/ 16400-49870 (FE)	15 / 7	38720-118390 (EIP)/ 25220-80910 (FE)	
6	Lab Assistant (Institute of Pharmaceutical Sciences)	14	24440-71510	14	37640-115500	
7	Draughtsman/ Women, Gr-III	12	22460-66330	12	34580-107210	
8	Lab Technician [formerly Technician(Micro-biology)]	12	22460-66330	12	34580-107210	
9	Lab Assistant (Home Science)	11	21230-63010	12	34580-107210	
10	Lab Assistant (Communication & Journalism)	11	21230-63010	12	34580-107210	
11	Key Punch Operator	10 / 7	19500-58330 (EIP)/ 16400-49870 (FE)	10 / 7	29980-94500 (EIP)/ 25220-80910 (FE)	
12	Electrician	8	17890-53950	8	27500-87480	
13	Plumber	8	17890-53950	8	27500-87480	
14	Driver (Heavy Vehicle)	8	17890-53950	8	27500-87480	
15	Field Assistant	7	16400-49870	7	25220-80910	
16	Matron	7	16400-49870	7	25220-80910	
17	Technician (Computer Science)	6	15460-47330	6	23780-76730	
18	Technician (Music)	6	15460-47330	6	23780-76730	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19	Driver (Light Vehicle)	6	15460-47330	6	23780-76730	
20	Roneo Operator	5	15030-46060	5	23120-74770	
21	Cook	3	13780-42490	3	21200-65360	

18. SRI VENKATESWARA UNIVERSITY, TIRUPATI

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	For non-UGC pay scale holder
2	Senior Medical Officer	28	61450-105810	28	94500-170580	
3	Junior Medical Officer	28	61450-105810	28	94500-170580	
4	University Programm Co-ordinator (NSS)	27	56870-105810	27	87480-170580	
5	Joint Registrar	26	52590-103290	26	80910-166680	
6	Finance Officer	26	52590-103290	26	80910-166680	
7	University Engineer	24/28	46060-98440 (FE) / 61450-105810(EIP)	25/29	76730-162780 (If in Executive Engg rank) /101970-174790. (If in Superintending Engg rank)	
8	Workshop Superintendent (Mechanical Engineering)	24	46060-98440	24	70850-158880	
9	Deputy Registrar	24	46060-98440	24	70850-158880	
10	Controller of Examinations	24	46060-98440	24	70850-158880	
11	Additional Controller of Examinations	24	46060-98440	24	70850-158880	
12	Deputy Controller of Finance & Accounts	24	46060-98440	24	70850-158880	
13	Development Officer	23	42490-96110	23	65360-154980	
14	Deputy Executive Engineer	23	42490-96110	23	65360-154980	
15	Junior Medical Officer	22	40270-93780	22	61960-151370	
16	Junior Medical Officer (Woman)	22	40270-93780	22	61960-151370	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
17	Library Assistant Grade-I	22	40270-93780	22	61960-151370	
18	Assistant Registrar	21	37100-91450	21	57100-147760	
19	Assistant Controller of Examinations	21	37100-91450	21	57100-147760	
20	Assistant Executive Engineer (Civil, Electrical Engineering Dept.,)	21	37100-91450	21	57100-147760	
21	Archivist	20 / 16	35120-87130 (EIP)/ 26600-77030 (FE)	20 / 16	54060-140540 (EIP)/ 40970-124380 (FE)	
22	Horticulturist (Engineering Dept.)	20 / 19	35120-87130 (EIP) / 31460-84970 (FE)	20 / 19	54060-140540 (EIP)/ 48440-137220 (FE)	
23	Manager (SVU House)	20 / 14	35120-87130 (EI Personal scale is for the incumbent in the upgraded post of "Officer Incharge" as the upgradation is reported to be personal to the existing incumbent)/ 24440-71510 (FE)	20 / 14	54060-140540 (EI Personal scale is for the incumbent in the upgraded post of "Officer Incharge" as the upgradation is reported to be personal to the existing incumbent)/ 37640-115500 (FE)	
24	Assistant Administrative Officer	20	35120-87130	20	54060-140540	
25	Curator-cum-Librarian	20	35120-87130	20	54060-140540	
26	Manager (Press)	20	35120-87130	20	54060-140540	
27	Assistant Engineer (USIC)	20	35120-87130	20	54060-140540	
28	Head Master (Sri Venkateswara University High School)	20	35120-87130	20	54060-140540	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
29	Tape Disc Librarian (Computer Centre)	19/11	31460-84970 (EIP)/ 21230-63010 (FE)	19/11	48440-137220 (EIP)/ 32670-101970 (FE)	
30	Chemical Analyst (Dept. of Chemical Engineering Geology)	19/17	31460-84970 (EIP) / 28940-78910 (FE)	19/17	48440-137220 (EIP)/ 44570-127480 (FE)	
31	Geo Hydrological Assistant (Geology)	19/17	31460-84970 (EIP) / 28940-78910 (FE)	19/17	48440-137220 (EIP)/ 44570-127480 (FE)	
32	Co-ordinating Officer	19	31460-84970	19	48440-137220	
33	Assistant Engineer (Engg. Dept.)	19	31460-84970	19	48440-137220	
34	Draughtsman-cum-Cartographer (Geography)	19	31460-84970	19	48440-137220	
35	Draughtsman Grade.I (Engg. Dept., & Engg. College)	19	31460-84970	19	48440-137220	
36	Library Assistant Grade-II	18	29760-80930	18	45830-130580	
37	Senior Technical Assistant (ASP)	17	28940-78910	18	45830-130580	
38	Senior Computer Operator	17	28940-78910	18	45830-130580	
39	Secretary to Vice Chancellor (Superintendent Cadre.)	17	28940-78910	18	45830-130580	
40	Secretary to Registrar (Superintendent Cadre)	17	28940-78910	18	45830-130580	
41	Superintendent	17	28940-78910	18	45830-130580	
42	Statistical Assistant	17	28940-78910	18	45830-130580	
43	Micro Analyst (Chemistry)	17/11	28940-78910 (P)/ 21230-63010 (FE)	17/11	44570-127480 (P)/ 32670-101970 (FE)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
44	Herbarium Keeper (Dept. of Botany)	17 / 7	28940-78910 (EIP)/ 16400-49870 (FE)	17 / 7	44570-127480(P)/ 25220-80910 (FE)	
45	Instrument Technician (CWS)	16	26600-77030	16	40970-124380	
46	Research Assistant	16	26600-77030	16	40970-124380	
47	Technician (CISL)	16	26600-77030	16	40970-124380	
48	Technical Assistant (CWS) (Civil and Chemical Engineering)	16	26600-77030	16	40970-124380	
49	Master Craftsman (Dept. of Physics & SVU College of Engineering)	16	26600-77030	16	40970-124380	
50	Senior Instrument Mechanic (College of Engineering)	16	26600-77030	16	40970-124380	
51	Junior Technical Assistant (USIC)	16	26600-77030	16	40970-124380	
52	Assistant Foreman (USIC)	16	26600-77030	16	40970-124380	
53	Foreman (Press)	16	26600-77030	16	40970-124380	
54	Junior Computer Operator (Computer Centre)	16	26600-77030	16	40970-124380	
55	Staff Nurse	15	25140-73270	16	40970-124380	
56	Preservation Assistant	14	24440-71510	14	37640-115500	
57	Graduate Assistant (SVU School & Nursing Schools)	14	24440-71510	14	37640-115500	
58	Senior Telugu Pandit/ Telugu Pandit Grade.I	14	24440-71510	14	37640-115500	
59	Post Graduate Teacher	14	24440-71510	14	37640-115500	
60	Physical Instructor (S.V. University College)	14	24440-71510	14	37640-115500	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
61	Assistant Linguist	14	24440-71510	14	37640-115500	
62	Draughtsman Grade.II (Engineering Department)	14	24440-71510	14	37640-115500	
63	Foreman (Physics)	14	24440-71510	14	37640-115500	
64	P.A. to Vice Chancellor (Senior Assistant Cadre)	12	22460-66330	14	37640-115500	
65	Hostel Manager (Senior Assistant)	12	22460-66330	14	37640-115500	
66	SVU School Manager (Senior Asst.)	12	22460-66330	14	37640-115500	
67	Senior Assistant	12	22460-66330	14	37640-115500	
68	Job Receptionist (Senior Assistant Level) (computer Center)	12	22460-66330	14	37640-115500	
69	Upper Division Steno	12	22460-66330	14	37640-115500	
70	Foreman (Engineering College)	11	21230-63010	14	37640-115500	
71	Radiographer	12	22460-66330	13	35570-109910	On par with M&H Dept
72	Pharmacist Grade.II	11	21230-63010	13	35570-109910	-do-
73	Physical Directress	13	23100-67990	13	35570-109910	
74	Junior Library Assistant Grade-I	13	23100-67990	13	35570-109910	
75	Assistant Archivist	12 / 14	22460-66330 / 24440-71510 (E.I. - Personal)	12 / 14	34580-107210 (FE)/ 37640-115500 (E.I. - Personal)	
76	Assistant Public Relations Officer	12	22460-66330	12	34580-107210	
77	Watch & Ward Security Officer	12	22460-66330	12	34580-107210	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
78	Senior Mechanic (Chem. Engg./ Electronics & Commn. & Engg./Civil & Mechanical Engg.Dept.)	12	22460-66330	12	34580-107210	
79	Hindi Pandit Grade.II	11 / 17	21230-63010 / 28940-78910 (E.I. - Personal)	12/17	34580-107210 (FE)/ 44570-127480 (E.I. - Personal)	
80	Secondary Grade Assistant Teacher	11	21230-63010	12	34580-107210	On par with similar categories in School Education Department
81	Drawing-cum-Craft Teacher	11	21230-63010	12	34580-107210	
82	Music Teacher	11	21230-63010	12	34580-107210	
83	Physical Education Teacher (SVU School)	11	21230-63010	12	34580-107210	
84	Physical Instructor/ Instructress (S.V.U. School)	11	21230-63010	12	34580-107210	
85	Telugu Pandit Grade.II	11	21230-63010	12	34580-107210	
86	Laboratory Technician (SVU Health Centre, Zoology, Botany, Chemistry, Virology, Home Science & Physics)	9	18400-55410	12	34580-107210	
87	Laboratory Technician	9	18400-55410	12	34580-107210	
88	Technician (Engg.Dept.)	11	21230-63010	11	32670-101970	
89	Technician (Edn.Dept.)	11	21230-63010	11	32670-101970	
90	Line Inspector (Engg. Dept.)	11	21230-63010	11	32670-101970	
91	Technical Assistant (Dept. of Physical Anthrology, Pre-Historic Archaeology and Adult Education)	11	21230-63010	11	32670-101970	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
92	Photo Artist (Population Studies)	11	21230-63010	11	32670-101970	
93	Deputy Foreman (Press)	11	21230-63010	11	32670-101970	
94	Senior Instrument Mechanic (Civil) (College of Engineering)	11	21230-63010	11	32670-101970	
95	Sanitary Supervisor	10	19500-58330	10	29980-94500	
96	Senior Proof Reader (Press)	10	19500-58330	10	29980-94500	
97	Mechanic (Engineering College)	10	19500-58330	10	29980-94500	
98	Junior Assistant	7	16400-49870	9	28280-89720	
99	Typist	7	16400-49870	9	28280-89720	
100	Telephone Operator	7	16400-49870	9	28280-89720	
101	Junior Library Assistant Grade.II	7	16400-49870	9	28280-89720	
102	Lower Division Steno/ Steno- grapher	7	16400-49870	9	28280-89720	
103	Steno-Typist (Academic Staff College, Dept. of Economics)	7	16400-49870	9	28280-89720	
104	Junior Assistant (Formerly Store Clerk (Hostel))	7	16400-49870	9	28280-89720	
105	Store Keeper	7	16400-49870	9	28280-89720	
106	Tracer (Engg.Dept.)	7	16400-49870	9	28280-89720	
107	Mechanic/Carpentry	9/8	18400-55410 (EIP) / 17890-53590 (FE)	9/8	28280-89720 (EIP) / 27500-87480(FE)	
108	Clerk-cum-Typist	7	16400-49870	9	28280-89720	
109	Assistant Mechanic (Psychology)	8/1	17890-53950 (EIP) / 13000-40270 (FE)	8/1	27500-87480 (EIP) / 20000-61960 (FE)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
110	Telex Operator	8	17890-53950	8	27500-87480	
111	Assistant Mechanic (Physics)	8	17890-53950	8	27500-87480	
112	Electronic Mechanic (C.W)	8	17890-53950	8	27500-87480	
113	Glass Blower (C.W)	8	17890-53950	8	27500-87480	
114	Senior Technician	8	17890-53950	8	27500-87480	
115	Electrician (Engg.Dept.& Hostels)	8	17890-53950	8	27500-87480	
116	Plumber/Fitter Grade.I (Engg. Dept)	8	17890-53950	8	27500-87480	
117	Assistant Electrician (Engg. Dept.)	8	17890-53950	8	27500-87480	
118	Switch Board Operator (Engg. Dept.)	8	17890-53950	8	27500-87480	
119	Junior Mechanic (Engg./ Press/CWS/Physics Dept.)	8	17890-53950	8	27500-87480	
120	Motor Winder (Physics) (S.V.U.C.)	8	17890-53950	8	27500-87480	
121	Assistant Plumber/Fitter Gr.II	8	17890-53950	8	27500-87480	
122	Head Compositor (SVU Press)	8	17890-53950	8	27500-87480	
123	Driver (H.V)	8	17890-53950	8	27500-87480	
124	Laboratory Assistant (Education, Geology, S.V.U School, P.G. Centre, Kadapa and Kavali)	8	17890-53950	8	27500-87480	
125	Junior Proof Reader (Press)	8	17890-53950	8	27500-87480	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
126	Head Cook (Hostel)	7/4	16400-49870 (EIP)/ 14600-44870 (FE)	7/4	25220-80910 (EIP)/ 22460-72810 (FE)	
127	Museum Assistant (Dept. of Geology)	7	16400-49870	7	25220-80910	
128	Steward-cum-Cook (SVU House)	7	16400-49870	7	25220-80910	
129	Key Punch Operator (CC)	7	16400-49870	7	25220-80910	
130	Gasman (Chemistry)	6/3/1	15460-47330 (EIP)/ 13780-42490 (EIP)/ 13000-40270 (FE)	6/3/1	23780-76730 (EIP)/ 21200-65360 (EIP)/ 20000-61960 (FE)	
131	Ledger Clerk (Engg.Dept.)	6	15460-47330	6	23780-76730	
132	Section Cutter (Geology Dept.)	6	15460-47330	6	23780-76730	
133	Assistant.Section Cutter (Geology Dept.)	6	15460-47330	6	23780-76730	
134	Driver (L.V.)	6	15460-47330	6	23780-76730	
135	House Keeper (SVU House)	5/10	15030-46060 (FE) / 19500-58330 (EIP)	5/10	23120-74770 (FE) / 29980-94500 (EIP)	
136	Copy Holder (Press)	5	15030-46060	5	23120-74770	
137	Compositor (Press & ORI)	5	15030-46060	5	23120-74770	
138	Imposer (Press)	5	15030-46060	5	23120-74770	
139	Computer (Press) (Task Writing Estimator) S.V.U. Press	5	15030-46060	5	23120-74770	
140	Lift Operator (Engg.Dept.)	5	15030-46060	5	23120-74770	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
141	Senior Machine Minder (Press)	5	15030-46060	5	23120-74770	
142	Record Assistant	5	15030-46060	5	23120-74770	
143	Roneo Operator	5	15030-46060	5	23120-74770	
144	Work Inspector Grade.II	4 / 3	14600-44870 (EIP) / 13780-42490 (FE)	4/3	22460-72810. (EIP)/ 21200-65360 (FE)	
145	Head Binder (Press)	4	14600-44870	4	22460-72810	
146	Binder (Archives Cell)	4	14600-44870	4	22460-72810	
147	Mender (Archives Cell)	4	14600-44870	4	22460-72810	
148	Taxidermist (Dept. of Zoology)	4	14600-44870	4	22460-72810	
149	Head Cook (Hostel)	4	14600-44870	4	22460-72810	
150	Steward (Hostel)	4	14600-44870	4	22460-72810	
151	Junior Machine Minder (Press)	4	14600-44870	4	22460-72810	
152	Binding & Machine Man (For Cutting and Folding) (Press)	3 / 4	13780-42490 (FE) / 14600-44870 (EIP)	3/4	21200-65360 (FE)/ 22460-72810 (EIP)	
153	Pump Driver Grade.I (Engg. Dept.)	3 / 11	13780-42490 (UQ) / 21230-63010 (ITI holders)	3/11	21200-65360 (UQ) / 32670-101970 (ITI holders)	
154	Store Maistry (Engg. Dept.)	3 / 1	13780-42490 (EIP) / 13000-40270 (FE)	3/1	21200-65360 (EIP) / 20000-61960 (FE)	
155	Work Inspector Grade-I (Stores) (Store Maintaining - Engg. Dept)	3	13780-42490	3	21200-65360	
156	Low Temperature Mechanic (Physics, SVU College)	3	13780-42490	3	21200-65360	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
157	Junior Operator (Engg. College)	3	13780-42490	3	21200-65360	
158	Machine Attendant (Press)	3	13780-42490	3	21200-65360	
159	Assistant Binder (Library)	2/3	13390-41380 (FE)/ 13780-42490 (EIP)	2/3	20600-63660 (FE)/ 21200-65360 (EIP)	
160	Aquarium Assistant (Dept. of Zoology)	2	13390-41380	2	20600-63660	
161	Assistant Steward(Hostel)	2	13390-41380	2	20600-63660	
162	Cook (Guest House), SVU House	2	13390-41380	2	20600-63660	
163	Assistant Cook(SVU House/Hostel)	2	13390-41380	2	20600-63660	
164	Senior Gas Peon (Department of Chemistry)	2	13390-41380	2	20600-63660	
165	Animal Keeper (Zoology, Home Science, Psychology)	2	13390-41380	2	20600-63660	
166	Marker (Department of Physical Education)	1/3	13000-40270 / 13780-42490 (EIP)	1/3	20000-61960 (FE)/ 21200-65360 (EIP)	
167	Pump Driver Grade.II	1/8	13000-40270 (UQ) / 17890-53950 (Q)	1/8	20000-61960 (UQ) / 27500-87480 (Q)	
168	Carpenter (Engg.Dept.)	1/5	13000-40270 (UQ) / 15030-46060 (ITI certificate holder)	1/5	20000-61960. (UQ) / 23120-74770 (ITI certificate holder)	
169	Assistant Pump Driver (Engg. Department)	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
170	Assistant Security Officer(Engg.College) (Junior Operator converted as Assistant Security Officer)	1	13000-40270	1	20000-61960	
171	Wheel Valve Operator (Engg. Dept.)	1	13000-40270	1	20000-61960	
172	Work Shop Assistant (Physics Dept.)	1	13000-40270	1	20000-61960	
173	Helper (Engg. College/ Engg. Dept/USIC/Press / Hostel)	1	13000-40270	1	20000-61960	
174	Helper to Technician (Engg. Dept.)	1	13000-40270	1	20000-61960	
175	Attender	1	13000-40270	1	20000-61960	
176	Agricultural Maistry (Engg. Dept.)	1	13000-40270	1	20000-61960	
177	Assistant Marker (Dept. of Physical Education)	1	13000-40270	1	20000-61960	
178	Ayah	1	13000-40270	1	20000-61960	
179	Binder Boy (Press, Boys Library)	1	13000-40270	1	20000-61960	
180	Caretaker (SVU House)	1	13000-40270	1	20000-61960	
181	Cleaner (Transport/Hostel)	1	13000-40270	1	20000-61960	
182	Dafedar	1	13000-40270	1	20000-61960	
183	Forest Watcher	1	13000-40270	1	20000-61960	
184	Fieldman (Dept. of Geology)	1	13000-40270	1	20000-61960	
185	Female Medical Attendant	1	13000-40270	1	20000-61960	
186	Gardener	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
187	Attender [formerly Games Boy (Hos)]	1	13000-40270	1	20000-61960	
188	Grounds man	1	13000-40270	1	20000-61960	
189	Hospital Boy	1	13000-40270	1	20000-61960	
190	Hawaldar	1	13000-40270	1	20000-61960	
191	Helper (Hostel)	1	13000-40270	1	20000-61960	
192	Nayak	1	13000-40270	1	20000-61960	
193	Ghurkha	1	13000-40270	1	20000-61960	
194	Head Server (Hostels)	1	13000-40270	1	20000-61960	
195	Server (Hostels)	1	13000-40270	1	20000-61960	
196	Helper Boy (Dept. of Physics)	1	13000-40270	1	20000-61960	
197	Junior Groundsman	1	13000-40270	1	20000-61960	
198	Junior Gas Peon (Dept. of Chemistry)	1	13000-40270	1	20000-61960	
199	Masalchi (SVU House)	1	13000-40270	1	20000-61960	
200	Male Nursing Orderly	1	13000-40270	1	20000-61960	
201	Sweeper-cum-Scavenger	1	13000-40270	1	20000-61960	
202	Sweeper	1	13000-40270	1	20000-61960	
203	Sanitary Maistry	1	13000-40270	1	20000-61960	
204	Watchman at Steelyard (Engg. Department)	1	13000-40270	1	20000-61960	
205	Rice Cleaner (Hostel)	1	13000-40270	1	20000-61960	
206	Attender [formerly Store Boy(Hos.)	1	13000-40270	1	20000-61960	
207	Attender (formerly Store Attender(Hostel))	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
208	Water Boy (Hostel)	1	13000-40270	1	20000-61960	
209	Road Cooli (Engg.Dept.)	1	13000-40270	1	20000-61960	
210	Watchman	1	13000-40270	1	20000-61960	
211	Store Maistry	1	13000-40270	1	20000-61960	

19. SRI VENKATESWARA VEDIC UNIVERSITY, TIRUPATI

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar					UGC Pay Scale
2	Deputy Registrar	24	46060-98440	24	70850-158880	
3	Accounts Officer	22	40270-93780	22	61960-151370	
4	Assistant Registrar	21	37100-91450	21	57100-147760	
5	Controller of Exams	21	37100-91450	21	57100-147760	
6	Assistant Controller of Exams	21	37100-91450	21	57100-147760	
7	Librarian					UGC Pay Scale
8	Deputy Librarian					UGC Pay Scale
9	Assistant Librarian					UGC Pay Scale
10	Assistant Accounts officer	20	35120-87130	20	54060-140540	
11	Superintendent	17	28940-78910	18	45830-130580	
12	Sub Editor	17	28940-78910	17	44570-127480	
13	Research Assistant	17	28940-78910	17	44570-127480	
14	Senior Assistant	12	22460-66330	14	37640-115500	
15	Senior Accountant	12	22460-66330	14	37640-115500	
16	Library Assistant, Grade-I	12	22460-66330	12	34580-107210	
17	Publication Supervisor	12	22460-66330	12	34580-107210	
18	Junior Assistant	7	16400-49870	9	28280-89720	
19	Junior Accountant	7	16400-49870	9	28280-89720	
20	Library Assistant, Grade-II	7	16400-49870	7	25220-80910	
21	Yoga Instructor	7	16400-49870	7	25220-80910	

20. SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Comptroller	30	73270-108330	30	112610-174790	
2	Estate Officer	27	56870-105810			As applicable in parent department
3	Joint Registrar	26	52590-103290	26	80910-166680	
4	Executive Engineer	25	49870-100770	25	76730-162780	
5	Deputy Registrar/ Deputy Comptroller	24	46060-98440	24	70850-158880	
6	Transport Officer	23	42490-96110	23	65360-154980	
7	Deputy Executive Engineer (Civil)	23	42490-96110	23	65360-154980	
8	Deputy Executive Engineer (Elec.)	23	42490-96110	23	65360-154980	
9	Medical Officer	22	40270-93780	22	61960-151370	
10	Assistant Registrar/ Assistant Comptroller/ Administrative. Officer/ PA to Vice Chancellor	21	37100-91450	21	57100-147760	
11	Assistant Engineer (Civil)	19	31460-84970	19	48440-137220	
12	Assistant Engineer (Electrical)	19	31460-84970	19	48440-137220	
13	Superintendent	17	28940-78910	18	45830-130580	
14	Special Grade Steno	17	28940-78910	18	45830-130580	
15	Statistical Assistant	17	28940-78910	18	45830-130580	
16	Vety. Live Stock Inspector (Jr. Vety. Officer)	15	25140-73270	16	40970-124380	
17	Draughtsman Grade-II	14	24440-71510	14	37640-115500	
18	Senior Assistant	12	22460-66330	14	37640-115500	
19	Farm Assistant / Livestock Assistant	11	21230-63010	14	37640-115500	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
20	UD Caretaker	11	21230-63010	14	37640-115500	
21	Upper Division Steno	13 / 12	23100-67990 (EIP) / 22460-66330	14	37640-115500	
22	Assistant Editor & Translator	13 / 12	23100-67990(EIP)/ 22460-66330	13 / 12	35570-109910 (EIP)/ 34580-107210 (FE)	
23	Radiographer	12	22460-66330	13	35570-109910	
24	Vety. Compounder (Vety. Asst.)	9	18400-55410	12	34580-107210	
25	Mechanic Grade.I	11 / 8	21230-63010 (ITI Certificate holders) / 17890-53950 (for non ITI holders)	11 / 8	32670-101970 (ITI Certificate holders) / 27500-87480 (for non ITI holders)	
26	Dairy Supervisor	11	21230-63010	11	32670-101970	
27	Artist-cum-Photographer	11	21230-63010	11	32670-101970	
28	Senior Proof Reader	11	21230-63010	11	32670-101970	
29	Computer	11	21230-63010	11	32670-101970	
30	Field Investigator	11	21230-63010	11	32670-101970	
31	Srenior Lab. Technician	11	21230-63010	11	32670-101970	
32	Laboratory Technician	10 / 8	19500-58330 (for Graduates)/ 17890-53950 (for promotees)	10 / 8	29980-94500 (for Graduates)/ 27500-87480 (for promotees)	
33	Laboratory Assistant	10	19500-58330	10	29980-94500	
34	Senior Technician (Production)	10	19500-58330	10	29980-94500	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
35	Pharmacist Grade-II	9	18400-55410	9	28280-89720	
36	Junior Asst.(Converted as Junior Asst.-cum-Typist)/ Typist/ Lower Division Clerk (Stores)	7	16400-49870	9	28280-89720	
37	Telephone Operator	7	16400-49870	9	28280-89720	
38	L.D. Steno	7	16400-49870	9	28280-89720	
39	Electrician	8 / 4	17890-53950 (for those who possess the qualification prescribed under the rules)/ 14600-44870 (for unqualified existing incumbent)	8 / 4	27500-87480 (for those who possess qualification prescribed in Rules)/ 22460-72810 (for UQ existing incumbent)	
40	Mechanic Grade.III	8 / 4	17890-53950 (for those who possess the qualification prescribed under the rules)/ 14600-44870 (for unqualified existing incumbent)	8 / 4	27500-87480 (for those who possess qualification prescribed in Rules)/ 22460-72810 (for UQ existing incumbent)	
41	Gas Mechanic	8 / 4	17890-53950 (for those who possess the qualification prescribed under the rules)/ 14600-44870 (for unqualified existing incumbent)	8 / 4	27500-87480 (for those who possess qualification prescribed in Rules)/ 22460-72810 (for UQ existing incumbent)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
42	Chick Sexer	8/7	17890-53950 (EIP)/ 16400-49870 (P)	8/7	27500-87480 (EIP)/ 25220-80910 (FE)	
43	Dairy Assistant	8	17890-53950	8	27500-87480	
44	Livestock Assistant (Stockman)	8	17890-53950	8	27500-87480	
45	Driver (H.V) (Driver/Tractor)	8	17890-53950	8	27500-87480	
46	Operation Theatre Master Technician	8	17890-53950	8	27500-87480	
47	Junior Library Assistant	7	16400-49870	7	25220-80910	
48	Sub-Asst. (Agrl. Extn. Officer)	7	16400-49870	7	25220-80910	
49	In charge Medical Store	7	16400-49870	7	25220-80910	
50	Computer Operator/ Data Entry Operator	7	16400-49870	7	25220-80910	
51	Master Flayer	6	15460-47330	6	23780-76730	
52	Driver (L.V) (Driver/Tractor)	6	15460-47330	6	23780-76730	
53	Cashier	6	15460-47330	6	23780-76730	
54	Blacksmith Grade-II	5 / 3	15030-46060 (for those who possess ITI trade certificate) / 13780-42490 (for unqualified existing incumbent personal)	5 / 3	23120-74770 (for those who possess ITI trade certificate)/ 21200-65360 (for unqualified existing incumbent personal)	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
55	Carpenter Grade-II	5 / 3	15030-46060 (for those who possess ITI trade certificate) / 13780-42490 (for unqualified existing incumbent personal)	5 / 3	23120-74770 (for those who possess ITI trade certificate) / 21200-65360 (for unqualified existing incumbent personal)	
56	Record Assistant	5	15030-46060	5	23120-74770	
57	Shelf Assistant	5	15030-46060	5	23120-74770	
58	FARRIER/BUTCHER	3	13780-42490	3	21200-65360	
59	Dresser	3	13780-42490	3	21200-65360	
60	Curatory-cum-Museum/ Technician	3	13780-42490	3	21200-65360	
61	Lineman (Sanitary)	2	13390-41380	2	20600-63660	
62	Lineman (Electricity)	2	13390-41380	2	20600-63660	
63	Poultry Attendant	2	13390-41380	2	20600-63660	
64	Syce / Sterilizer / Butler-cum-bearer	2	13390-41380	2	20600-63660	
65	Experimental Animal Man	2	13390-41380	2	20600-63660	
66	Bull Attendant	2	13390-41380	2	20600-63660	
67	Postmortem Attendant	2	13390-41380	2	20600-63660	
68	Cook	2	13390-41380	2	20600-63660	
69	Field Supervisor	2	13390-41380	2	20600-63660	
70	Milk Record Keeper	1	13000-40270	1	20000-61960	
71	Dresser (Vety.)	1	13000-40270	1	20000-61960	
72	Nursing Orderly	1	13000-40270	1	20000-61960	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
73	Cleaner	1	13000-40270	1	20000-61960	
74	Attender/ Messenger	1	13000-40270	1	20000-61960	
75	Watchman	1	13000-40270	1	20000-61960	
76	Sweeper	1	13000-40270	1	20000-61960	
77	Kamati/Kamatan	1	13000-40270	1	20000-61960	
78	Scavenger	1	13000-40270	1	20000-61960	
79	Ward Boy	1	13000-40270	1	20000-61960	
80	Agricultural Workman/ Mastry	1	13000-40270	1	20000-61960	
81	Malan / Mali	1	13000-40270	1	20000-61960	
82	Waiter	1	13000-40270	1	20000-61960	
83	Animal Attendant/Cattle Attender	1	13000-40270	1	20000-61960	
84	Dog Attendant	1	13000-40270	1	20000-61960	
85	Gowlies	1	13000-40270	1	20000-61960	
86	Incubator Attendant/ Lab-Attendent	1	13000-40270	1	20000-61960	
87	Milk Distributor	1	13000-40270	1	20000-61960	
88	Poultry Boy/Poultry Attendant	1	13000-40270	1	20000-61960	
89	Senior Flockmen	1	13000-40270	1	20000-61960	
90	Shepherd	1	13000-40270	1	20000-61960	
91	Dung Carrier	1	13000-40270	1	20000-61960	
92	Fieldman	1	13000-40270	1	20000-61960	
93	Groundman	1	13000-40270	1	20000-61960	
94	Fisherman (NG)	1	13000-40270	1	20000-61960	
95	Fishery workman (NG)	1	13000-40270	1	20000-61960	

21. VIKRAMA SIMHAPURI UNIVERSITY, NELLORE

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar					UGC Pay Scale
2	Assistant Librarian					UGC Pay Scale
3	Finance Officer (N.G)	24	46060-98440	24	70850-158880	
4	Controller of Examinations(N.G)	23	42490-96110	24	70850-158880	On par with same category in other Universities
5	Deputy Registrar(N.G)	24	46060-98440	24	70850-158880	
6	Assistant Registrar(N.G)	21	37100-91450	21	57100-147760	
7	Superintendent (N.G)	17	28940-78910	18	45830-130580	
8	Senior Assistant	12	22460-66330	14	37640-115500	
9	Junior Steno	7	16400-49870	9	28280-89720	
10	Junior Assistant	7	16400-49870	9	28280-89720	
11	Lab Assistant	8	17890-53950	8	27500-87480	
12	Driver Light Vehicle	6	15460-47330	6	23780-76730	
13	Field Assistant	5	15030-46060	5	23120-74770	
14	Gardener-cum-Groundsman	1	13000-40270	1	20000-61960	

22. YOGI VEMANA UNIVERSITY, KADAPA

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Registrar	30	73270-108330	30	112610-174790	For non-UGC pay scale holder
2	Librarian					UGC Pay Scale
3	Finance Officer	26	52590-103290	26	80910-166680	
4	University Engineer	24	46060-98440	25	76730-162780	On par with Executive Engineer
5	Controller of Examinations	24	46060-98440	24	70850-158880	
6	Deputy Registrar	24	46060-98440	24	70850-158880	
7	Physical Director					UGC Pay Scale
8	Librarian Gazetted					UGC Pay Scale
9	Deputy Director of Physical Education					UGC Pay Scale
10	Library Assistant	22	40270-93780	22	61960-151370	
11	Asst. Registrar	21	37100-91450	21	57100-147760	
12	Assistant Administrative Officer	20	35120-87130	20	54060-140540	
13	Assistant Engineer (Civil)	19	31460-84970	19	48440-137220	
14	Assistant Engineer (Elect)	19	31460-84970	19	48440-137220	
15	Assistant Director of Physical Education					UGC Pay Scale
16	Superintendent	17	28940-78910	18	45830-130580	
17	Senior Assistant	12	22460-66330	14	37640-115500	
18	Lab. Assistant	8	17890-53950	12	34580-107210	

Sl. No	Category	Existing		Revised		Remarks
		Grade	Scale (₹.)	Grade	Scale (₹.)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
19	Technical Assistant	11	21230-63010	11	32670-101970	
20	Junior Assistant	7	16400-49870	9	28280-89720	
21	Record Assistant	5	15030-46060	5	23120-74770	
22	Head Cook	4	14600-44870	4	22460-72810	
23	Steward	4	14600-44870	4	22460-72810	
24	Assistant Cook	2	13390-41380	2	20600-63660	
25	Office Sub-ordinate	1	13000-40270	1	20000-61960	
26	Head Server	1	13000-40270	1	20000-61960	
27	Server	1	13000-40270	1	20000-61960	
28	Cleaner	1	13000-40270	1	20000-61960	
29	Waterboy	1	13000-40270	1	20000-61960	
30	Watchman	1	13000-40270	1	20000-61960	
31	Sweeper-cum-Scavenger	1	13000-40270	1	20000-61960	
32	Gardener-cum-Groundsman	1	13000-40270	1	20000-61960	

SPECIAL PAY AND ALLOWANCES

SL.NO	CATEGORY	Amount (Rs. per month)		Remarks
		Existing	Recommended*	
SPECIAL PAY: (Common to All Universities)				
1	Driver		650	
2	Telephone Operator		To be discontinued	Not relevant now
3	Cycle Orderly		140	
4	Motor Cycle Messenger		140	
5	Office Subordinate who attend to Roneo work where there are no posts of Roneo Operator.		To be discontinued as Roneo Machines are out of use	
6	Compositor		150	On par with Compositor of Text Book Press.
7	Shroff and Cashier and Other Ministerial Personnel in the pay scale Rs.10900-31550(2010 pay scale) and below who handle cash and who have furnished cash security or Fidelity Bond.		To be discontinued. (Cash transactions to be discouraged in the age of digital economy)	
8	Typists (including Typists-cum-Assistants)			
	i) Lower Grade in English		200	
	ii) Lower Grade in Telugu/Urdu		240	
	iii) Higher Grade in English		300	
	iv) Higher Grade in Telugu/ Urdu		320	
	v) Lower Grade in both English and Telugu/Urdu.		360	

	vi) Lower Grade in Telugu/Urdu plus Higher Grade in English or Lower Grade in English plus Higher Grade in Telugu/Urdu.		400	
	vii) Higher Grade in English plus Higher Grade in Telugu/Urdu.		420	
9	Stenographer:			
	i) Lower Grade in English Shorthand		250	
	ii) Lower Grade in Telugu/ Urdu Shorthand		280	
	iii) Higher Grade in English Shorthand.		330	
	iv) Higher in Telugu/ Urdu Shorthand		360	
	v) Lower Grade in both Telugu/ Urdu and English Shorthand.		400	
	vi) Lower Grade in Telugu/Urdu Shorthand and Higher Grade in English Shorthand or Lower Grade in English Shorthand and Higher Grade in Telugu/Urdu Shorthand.		400	Stenographers who have both shorthand and Typing qualifications may be allowed special pays for both the qualifications in accordance with the rates prescribed.
	vii) Higher Grade in Shorthand in both Telugu/Urdu and English		440	
	viii) High speed of 150 words per minute in English Shorthand.		900	
	ix) High Speed of 180 words per minute in English Shorthand.		1000	
	x) High Speed of 80 words per minute in Telugu Shorthand/ Urdu Shorthand.		1000	

10	Attenders (who are asked to attend to duties of Driver)		425	
SRI PADMAVATHI MAHILA VISWAVIDYALAYAM				
1	Watchman		200	
RISK ALLOWANCE: (Common to All Universities)				
1	Radiographer		225	
2	Dark Room Assistant		200	
3	X-Ray Attendant		130	
4	Staff Nurse		200	
RATION ALLOWANCE: (Common to All Universities)				
1	Staff Nurse		435	
HOLIDAY DUTY ALLOWANCE: (Common to All Universities)				
1	Drivers		150 per day	
FARM ALLOWANCE: (in Acharya N.G Ranga Agriculture University) (Common to All Universities)				
1	Staff working in the Farms		4% of basic pay subject to maximum of Rs.1850/- p.m. only in respect of those Farms located outside 8 KM from the Municipal	
CONVEYANCE ALLOWANCE TO DIFFERENTLY ABLED EMPLOYEES: (Common to All Universities)				
1	Differently Abled employees		10% of basic pay subject to a ceiling of Rs.2500/-p.m.	

(* All the recommended rates are on par with the rates suggested for the same categories in Government employment)

LIST OF REPRESENTATIONS FROM THE ASSOCIATIONS/ EMPLOYEES OF THE UNIVERSITIES

ALL UNIVERSITIES EMPLOYEES & WORKERS UNION

1. All Universities Employees & Workers Union, Vijayawada.

ACHARYA N.G. RANGA AGRICULTURE UNIVERSITY

2. Acharya N.G. Ranga Agricultural University, Guntur.
3. Dr. D. Bhaskara Rao, Registrar, Guntur.

ANDHRA UNIVERSITY

4. Sri. M Srinivasarao, House keeper, Visakhapatnam.
5. Andhra University employees Union, Visakhapatnam.
6. Andhra University Non- Teaching Staff Officers Association, Visakhapatnam.

Dr. B.R. AMBEDKAR UNIVERSITY

7. Dr. B.R. Ambedkar University, Non- Teaching Staff Association, Srikakulam.

PADMAVATI MAHILA VISWAVIDYALAYAM

8. Dr. S.Sarada, Lab Asst. Dept. of Communication & Journalism, Tirupati.
9. Ms. A. Baby Kumari, Lab Asst. Dept. of Home Science, Tirupati.
10. Ms. G. Venkata Kumari, Lab Technician, Dept. of Applied Microbiology.

RAYALASEEMA UNIVERSITY

11. Sri. V. Samba Siva Raju, Work Inspector (Electrical), Kurnool.

SRI VENKATESWARA UNIVERSITY

12. Sri Venkateswara University Non- Teaching Employees Association, Tirupati.
13. Sri. R. Muthuvelu, Lab Technician, Tirupati.

SRI VENKATESWARA VETERINARY UNIVERSITY

14. Prof. D.Srinivasa Rao, Registrar, Tirupati.

YOGI VEMANA UNIVERSITY

15. Yogi Vemana University Non- Teaching Employees Association, Kadapa.
16. Laboratory Assistants of Yogi Vemana University, Kadapa.



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-V



ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner



REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-V

ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner

INDEX

Sl. No.	Subject	Page No.
(1)	(2)	(3)
A.	Constitution of Pay Revision Commission and Terms of Reference	
1.	G.O.Ms.No.75 General Administration (SC-A) Department Dated: 28.05.2018 (Constitution of Pay Revision Commission)	1
2	G.O.Rt.No.566, General Administration (SC-A) Department Dated: 17.03.2020. (New terms and extension of term of PRC)	4
4.	G.O.Rt.No.1450, General Administration (SC-A) Department Dated: 17.09.2020. (extension of term of PRC)	6
B.	Pay Revision Commissioner and Secretariat	
C.	Invitation for suggestions and representations	
1.	D.O. Letter to Commissioner Information and Public Relations	8
2.	Press Note	9
3.	Covering Letter	11
4.	Questionnaire	12
D.	D.O. Letters to Heads of Departments	
1.	Request to appoint Liaison Officers – Government Departments	29
2.	Request to appoint Liaison Officers - Universities	30
3.	Request to furnish information about the structure of the Department in prescribed (four) formats	31
4.	Request to furnish information on perquisites and certain facilities like Rent Free Accommodation etc.	39
5	Request for views on continuation as well extending Fixed Travelling Allowance to new categories	41
6.	Request to furnish information on continuation as well extending the benefit of Risk Allowance and Uniform Allowance to new categories	43
E.	Processing of Request	
1.	Analytical Statement format	44

Sl. No.	Subject	Page No.
(1)	(2)	(3)
F.	Visit of PRC to Districts	45
G.	Meetings with Associations and Heads of the Departments	
1	Invitation	46
2	Meeting Schedule	48
H.	List of Responses to the Questionnaire and Representations Submitted to the Pay Revision Commission.	61
I.	Government Orders sanctioning Interim Relief	
1.	G.O. Ms. No.60, Finance (PC & TA) Department, Dated: 06.07.2019.	73
2.	G.O. Ms. No.61, Finance (HR-3 - Pension - I) Department, Dated: 18.07.2019.	76

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Appointment of 11th Pay Revision Commission – Orders – Issued.

=====

GENERAL ADMINISTRATION (SC.A) DEPARTMENT

G.O. Ms. No.75

Dated: 28-05-2018

Read the following:-

1. From the Chairman, Joint Action Committee of Employees, Teachers, Workers and Pensioners, Andhra Pradesh, Vijayawada Memorandum Dated: 27.09.2017.
2. From the President, Andhra Pradesh Non-Gazetted Officers' Association, Vijayawada Memorandum Dated: 04.11.2017.
3. From APJAC of Employees, Teachers, Workers and retired employees Associations (AP JAC Amaravati) representation, Dated: 14.09.2017.
4. From the President, Andhra Pradesh Secretariat Association, Velagapudi Letters Dated: 28.08.2017 and 05.03.2018.
5. From the Finance (PC.I) Department e-file bearing No. FIN- 33024/29/2017-SO (HR IV)-FINANCE, dated: 09.05.2018.
6. G.O.Ms.No.72, General Administration (SC.A) Department, Dated: 18.05.2018.

<<0>>

ORDER:

In supersession of the orders issued in the G.O. 6th read above, the following orders are issued:

1. The Pay Scales of the State Government employees were revised with effect from 01.07.2013 with monetary benefit from 02.06.2014. The Joint Action Committee of Employees, Teachers, Workers and Pensioners, Andhra Pradesh, Vijayawada; the Andhra Pradesh Non-Gazetted Officers' Association, Vijayawada; the APJAC of Employees, Teachers, Workers and retired employees Associations (AP JAC Amaravati); the Andhra Pradesh Secretariat Association and other Service Associations have represented for constitution of 11th Pay Revision Commission for the State Government employees. The Government have considered the representations and after careful examination, have decided to constitute the 11th Pay Revision Commission for the State Government employees.
2. Accordingly, Government hereby constitute the 11th Pay Revision Commission. Orders for appointment of Pay Revision Commissioner will be issued in due course.
3. The terms of reference of the Commission shall be as follows:
 - (i) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of the State Government, Local Bodies and Aided Institutions, Non-teaching staff of the Universities including Acharya N.G. Ranga Agricultural University, Jawaharlal Nehru Technological University, Work charged employees and full-time contingent employees, which have a financial bearing taking into

account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;

The Commission however shall, not deal with the teaching staff in Government Colleges and Government Aided Private Colleges drawing UGC/AICTE and ICAR scales. The Commission shall also not deal with the officers of A.P. State Higher Judicial Service and A.P. State Judicial Service who are drawing Pay Scales as recommended by the First National Judicial Pay Commission.

- (ii) To examine as to what extent the existing DA may be merged in pay and, to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.
- (iii) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.
- (iv) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed, desirable with regard to their rates, terms and other conditions which should govern them in future.
- (v) To examine and review the existing pension structure for pensioners, and make recommendations which may be desirable and feasible.
- (vi) Review of the existing human resources of all departments in tune with the contemporary requirements including contract/outsourcing personnel particularly in the context of State bifurcation.
- (vii) To give its recommendations on any other matter referred to it by the State Government during the tenure of its office.
- (viii) In formulating its recommendations, the Commission may take in to account the overall financial position of the State.

4. The Pay Revision Commission may lay down its own procedure for receiving representations, examining witnesses and calling for information. The Departments of Secretariat and Heads of Departments shall furnish all necessary information as and when required by the Pay Revision Commission and extend such co-operation and assistance as may be required by him.

5. The Pay Revision Commission will ordinarily function from Velagapudi, but may tour within or outside, the State, if necessary.

6. The Pay Revision Commission will submit its report to the Government within a period of one year from the date of assumption of charge of the Pay Revision Commissioner.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

DINESH KUMAR
CHIEF SECRETARY TO GOVERNMENT

To

The Special Chief Secretary to Government, Finance Department.

The Secretary to Government (F.P), Finance Department.

The Pay and Accounts Officer, Andhra Pradesh, Vijayawada.

The Accountant General, A.P., Hyderabad.

All Special Chief Secretaries/Principal Secretaries/Secretaries/Ex-Officio Secretaries to Government.

All Heads of Departments/Collectors & District Magistrates.

The Registrar, A.P. High Court, Hyderabad.

The Registrars of all Universities.

All Recognised Service Associations.

The General Administration (SW)/Estt.I/Estt.II/Poll.B) Department.

The Finance Department

Copy to:

All Departments in Secretariat.

The Special Chief Secretary/Principal Secretary/Secretary/Additional Secretary to the Chief Minister.

The P.S. to All Ministers

The P.S. to Chief Secretary/Secretary (Poll)/Joint Secretary (AIS).

The Finance (PC.I) Department, A.P. Secretariat, Velagapudi.

SF/SCs.

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

PUBLIC SERVICES - 11th Pay Revision Commission - Study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) and extension of term of the Commission for a further period of two months upto 31st March, 2020 - Orders - Issued.

=====

GENERAL ADMINISTRATION (SC.A) DEPARTMENT

G.O. Rt .No. 566

Dated: 17-03-2020

Read the following:-

1. G.O. Ms. No. 75, General Administration (SC.A) Department, dt.28.5.2018
2. G.O. Rt. No. 1451, General Administration (SC.A) Department, dt.03.7.2018
3. G.O. Rt. No. 1499, General Administration (SC.A) Department, dt.04.7.2019
4. G.O. Rt. No. 2306, General Administration (SC.A) Department, dt.17.10.2019
5. G.O. Rt. No. 2806, General Administration (SC.A) Department, dt .12.12.2019
6. From the Finance (HR) Department, e-file bearing No. FIN01- HR0PCTA (RPRC)/51/2019-PC-TA, dated 02.03.2020.

ORDER:

In the circumstances reported in the reference sixth read above, in continuation of the orders issued in the reference 1st read above, the matter of study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) is hereby referred to 11th Pay Revision Commission for its recommendations.

2. The terms of reference of the Commission in respect of the matter of study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) shall be as follows:

- (a) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of Public Transport department which have a financial bearing taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;
- (b) To examine as to what extent the existing DA may be merged in pay and, to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.
- (c) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.
- (d) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed,

desirable with regard to their rates, terms and other conditions which should govern them in future.

- (e) To examine and review the existing pension structure for pensioners, and make recommendations which may be desirable and feasible.
- (f) In formulating its recommendations, the Commission may take into account the overall financial position of the State.

3. Further, the term of the 11th Pay Revision Commission and the appointment of Sri Ashutosh Mishra, IAS (AP:1981) (Retd.) as Pay Revision Commissioner is also extended for a further period of (2) two months up to 31.03.2020, on the same terms and conditions issued earlier.

4. This order issues with the concurrence of Finance Department vide their U.O.No. FIN01-HROPCTA(RPRC)/51/2019-PC-TA, dated:02.03.2020.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

NILAM SAWHNEY
CHIEF SECRETARY TO GOVERNMENT

To

Sri Ashutosh Mishra, IAS (AP:1981) (Retired), Pay Revision Commissioner.

The Principal Finance Secretary to Government.

The Finance (HR-PC) Department.

The Pay & Accounts Officer, A.P., Vijayawada.

The Accountant General, A.P., Vijayawada.

Copy to:

All the Departments of Secretariat.

All the Heads of Departments / Collectors & District Magistrates.

The Registrar General, High Court of A.P., Amaravati.

The Registrars of all the Universities in the State.

All the Recognised Service Associations.

The P.Ss to all Ministers.

The Principal Advisory / Additional Chief Secretary / Principal Secretary / Additional Secretary to Chief Minister.

The P.S. to the Chief Secretary to Government.

The P.S. to Principal Secretary to Government (Political).

SF/SCs

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

PUBLIC SERVICES – 11th Pay Revision Commission – Extension of term up to 30.09.2020
– Orders – Issued.

=====

GENERAL ADMINISTRATION (SC.A) DEPARTMENT

G.O. Rt. No. 1450

Dated: 17-09-2020

Read the following:-

1. G.O. Ms. No. 75, General Administration (SC.A) Department, dt.28.5.2018.
2. G.O. Rt. No. 1451, General Administration (SC.A) Department, dt.03.7.2018.
3. G.O. Rt. No. 1499, General Administration (SC.A) Department, dt.04.7.2019.
4. G.O. Rt. No. 2306, General Administration (SC.A) Department, dt.17.10.2019.
5. G.O. Rt. No. 2806, General Administration (SC.A) Department, dt.12.12.2019.
6. G.O. Rt. No. 566, General Administration (SC.A) Department, dt.17.3.2020.
7. G.O. Rt. No. 740, General Administration (SC.A) Department, dt.28.04.2020.
8. From the Finance (HR) Department, e-file bearing No. FIN01- HR0MISC/06/2019 - PRC-I, dated 06.07.2020.
9. From the Finance (HR) Department, e-file bearing No. FIN01-HR0PCTA/7/2020-MLO-PRC, dated 29.08.2020.

<0>

ORDER:

In view of the circumstances reported in the reference 9th read above, the term of the 11th Pay Revision Commission, is hereby extended up to 30.09.2020, on the same terms of reference issued in the G.O. 1st read above. The term of appointment of Sri Ashutosh Mishra, IAS (AP:1981) (Retd.) as Pay Revision Commissioner is also extended up to 30.09.2020, on the same terms and conditions issued in the G.O. 2nd read above.

2. This order issues with the concurrence of Finance Department vide their U.O. No. FIN01-HR0PCTA/7/2020-MLO-PRC, dated 29.08.2020.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**NILAM SAWHNEY
CHIEF SECRETARY TO GOVERNMENT**

To

Sri Ashutosh Mishra, IAS (AP:1981) (Retd.) Pay Revision Commissioner

The Prl. Finance Secretary to Government, Finance Department.

The Secretary to Government (Budget & HR)), Finance Department.

The Spl. Secretary to Government (RM&IF), Finance Department.

The Pay and Accounts Officer, Andhra Pradesh, Vijayawada.

The Accountant General, A.P., Vijayawada.

All Special Chief Secretaries/Principal Secretaries/Secretaries/Ex-Officio Secretaries to Government.

All Heads of Departments/Collectors & District Magistrates.

The Registrar, A.P. High Court, Amaravati.

The Registrars of all Universities.

All Recognised Service Associations.

The General Administration (SW)/Estt.I/Estt.II/Poll.B) Department.

The Finance Department.

Copy to: All Departments in Secretariat.

The Special Chief Secretary/Principal Secretary/Secretary/Additional Secretary to the Chief Minister.

The P.S. to All Ministers

The P.S. to Chief Secretary/Secretary (Poll)/Joint Secretary (AIS).

The Finance (PC.I/HR) Department, A.P. Secretariat, Velagapudi.

SF/SCs

PAY REVISION COMMISSIONER AND SECRETARIAT

Sl. No.	Name	Designation	Reference
Sri/Smt.			
1.	Asutosh Mishra IAS (Retd)	Pay Revision Commissioner	G.O. Rt. No. 1451 GA (Spl A) Dept. Dated 03.07.2018
2.	K.V.S.K.S. Papa Rao	Secretary to PRC	G.O. Ms. No. 75, Finance (HR II) Dept., Dated 04.06.2018 read with O.O. 18, Finance (OP I) Dept., dated 15.06.2018, G.O.Rt.No.1297, Finance (OP-I) Department Dated 18.6.2018 and G.O. Rt. No. 1534 Finance (OP I) Department dated 26.07.2018
3.	B. Srinivasulu	Assistant Secretary to Govt.	
4.	K. Pardhasaradhi	Assistant Secretary to Govt.	
5.	S. Parankusam Naidu	Assistant Secretary to Govt.	
7.	B. Madhavi	Assistant Secretary to Govt.	
7.	Kuriti Bhushan Rao	Section Officer	
8.	R.V.S.N. Murty Chialukuri	Section Officer	
9.	N.A.V Rama Rao	Superintendent/PS to PRC	
10.	Nosina Hari Kumar	Data Entry Operator	
11.	B.A. Mahalakshmaiah	Driver	
12.	P. Nagaraju	Driver	
13.	Palepu Shanmukha Rao	Driver	
14.	I. Parasuram Naik	Office Subordinate	
15.	B. Buchanna	Office Subordinate	
16.	V.L.N. Prasad	Office Subordinate	
17.	K. Surya Jagadeesh	Office Subordinate	
18.	B. Rama Rao	Office Subordinate	
19.	Bandi Divya Raina	Office Subordinate	
External Support			
1.	Ch.V.N. Malleswara Rao	Additional Secretary to Govt., Finance Department	
2.	D. Madhusudahana Reddy	Assistant Secretary to Govt., Finance Department	
3.	P. Nageswara Rao	Section Officer, Finance Department	
4.	Shaik Jawahar Muneer	Section Officer, Finance Department	
5.	K.Bhagya Naga Raju	Section Officer, Finance Department	
6.	Yendrapally Krupa Rao	Section Officer, Skill Development Department	
7.	Chintoti Subba Rao	Assistant Section Officer, Finance Department	
8.	B. Sobhan	Consultant, Finance Department	
9.	Katta Hari Krishna	Data Processing Officer, Finance Department	
10.	K. Siva Ram Kumar	Data Processing Officer, Finance Department	
11.	Kodali Balakrishna	Data Processing Officer, Finance Department	
12.	P. Abdullah	Project Manager, APCFMS	
13.	Rizwan Pasha	Project Manager, APCFMS	
14.	Balakrishna	Assistant Project Manager, APCFMS	
15.	D. Krishna Prudhvi	System Administrator, APCFMS	

K.V.S.K.S. PAPA RAO
Secretary to Pay Revision Commission



Room No. 292, First Floor,
Second Building, A.P. Secretariat,
Velagapudi, AMARAVAT -522 238
Phone: 0863-2442552, Cell: 90100 11138
E-mail: secytoprc-11@apfinance.gov.in

11th PAY REVISION COMMISSION

D.O. letter No.52021/2/2018/PRC-I/2018 Dated: 20th July, 2018

Dear Sir,

Sub:- Pay Revision Commission – Issue of Press Note – Reg.

Ref:- G.O.Ms.No.75, General Administration (SC.A) Department, dated 28.05.2018

* * *

I enclose two copies of Press Note relating to constitution of 11th Pay Revision Commission by the State Government along with its terms of reference. I request you to kindly arrange to get it published by giving wide publicity in all the newspapers in English and Telugu which are in circulation throughout the State as well as in the electronic media at the earliest.

Regards,

Yours sincerely,

(K.V.S.K.S. PAPA RAO)
Secretary to Pay Revision Commission

Encl: Two copies of press Note.

To
Sri **S. Venkateswar**, I.I.S,
Commissioner,
Information and Public Relations Department
NTR Administrative Building, APSRTC,
Vijayawada.

PRESS NOTE

The Government of Andhra Pradesh constituted 11th Pay Revision Commission in G.O.Ms.No.75, General Administration (SC-A) Department, Dated: 28-05-2018 with the following terms of reference.

“(i) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of the State Government, Local Bodies and Aided Institutions, Non-teaching staff of the Universities including Acharya N.G. Ranga Agricultural University, Jawaharlal Nehru Technological University, Work charged employees and full-time contingent employees, which have a financial bearing taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;

The Commission however shall, not deal with the teaching staff in Government Colleges and Government Aided Private Colleges drawing UGC/AICTE and ICAR scales. The Commission shall also not deal with the officers of A.P. State Higher Judicial Service and A.P. State Judicial Service who are drawing Pay Scales as recommended by the First National Judicial Pay Commission.

(ii) To examine as to what extent the existing DA may be merged in pay and, to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.

(iii) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.

(iv) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed, desirable with regard to their rates, terms and other conditions which should govern them in future.

(v) To examine and review the existing pension structure for pensioners, and make recommendations which may be desirable and feasible.

(vi) Review of the existing human resources of all departments in tune with the contemporary requirements including contract/outsourcing personnel particularly in the context of State bifurcation.

(vii) To give its recommendations on any other matter referred to it by the State Government during the tenure of its office.

(viii) In formulating its recommendations, the Commission may take in to account the overall financial position of the State.

The Pay Revision Commission may lay down its own procedure for receiving representations, examining witnesses and calling for information. The Departments of Secretariat and Heads of Departments shall furnish all necessary information as and when required by the Pay Revision Commission and extend such co-operation and assistance as may be required by him”.

2. Suggestions and views on any or all the terms of the reference are invited from all those who would like to share their views with the Commission. The service Organizations, Associations, Pensioners’ Associations and individuals of the State Government, Local Bodies including Zilla Grandhalaya Samsthas, Aided Institutions, Universities including Jawaharlal Nehru Technological and Acharya N.G. Ranga Agriculture University can submit representations, Memoranda etc., on any of their grievances falling within the purview of the above terms of reference on or before **30th August, 2018** to the following address.

To
The Pay Revision Commissioner,
11th Pay Revision Commission,
Room No. 187, Ground Floor,
Fourth Building, Secretariat, Velagapudi
Amaravaathi -52238

OR
The Secretary to Pay Revision Commission,
11th State Pay Revision Commission,
Room No.292, First Floor, Second Building,
A. P. Secretariat, Velagapudi,
AMARAVATI 522237.
Email address:apprc-11@apfinance.gov.in

**GOVERNMENT OF ANDHRA PRADESH
11TH PAY REVISION COMMISSION**

LETTER NO. 52010/18/2018/PRC -I/ Dated 25.07.2018

From
Sri K.V.S.K.S. PAPA RAO
Secretary to Pay Revision Commission
Room No. 292 First Floor
Second Building, Secretariat
VELAGAPUDI, AMARAVATI

To

Sub:- PRC – 11th Pay Revision Commission – Issue of Questionnaire –
Press Statement – Reg.

I enclose the Questionnaire issued by the Pay Revision Commissioner inviting suggestions on the matters relating to Pay Packet and related matters. The Questionnaire is available on the A.P. Finance Department Portal as well. I request you to share your views on the issues included in the questionnaire on or before 31st August, 2018.

Yours faithfully,



(K.V.S.K.S. PAPA RAO)
Secretary to Pay Revision Commissioner

QUESTIONNAIRE

BACK GROUND

Salary or Pay is a pre-determined monetary compensation paid at fixed intervals to the employees by the employer in return for the work performed. In a typical formal organization the employees also enjoy certain benefits from out of the service conditions under which they are employed viz. Career Advancement Scheme, Retirement Benefits, Special Allowances etc. Since we are living in dynamic times the structure of the pay packet as well as some of the service conditions need to be periodically revised and adjusted to adequately take care of the changing working environment, e.g. rise in the cost of living, increasing demands of the job performed, need for up-gradation of employees skill levels as well as the evolving aspirational levels of the employees. To examine these aspects, the Andhra Pradesh State Government has been constituting Pay Revision Commissions at 5/6 yearly intervals. The 11th such PRC was recently constituted by the Government to inter alia determine the principles which should govern the emoluments and service conditions of the employees of the State Government, Local Bodies, Aided institutions, Non-teaching staff of State Universities, Work Charged employees and full-time contingent employees duly taking into account the total package of the benefits available to them.

The core components of the pay/pension packet of a Government employee consist of (1) Basic Pay, (2) Dearness Allowance/Dearness Relief and (3) House Rent Allowance and City Compensatory Allowance depending upon the station (not applicable to pensioners). While Basic Pay/Pension and Special Allowances get revised periodically once in 5/6 years based on the recommendations of the PRC and the decision of the Government thereon, Dearness Allowance/Relief (DA/DR) provides for a concurrent compensation to take care of the fluctuations in the cost of living index as captured in the twelve monthly moving average of the All India Consumer Price Index for the Industrial Workers and computed by the Labour Bureau, Shimla. The House Rent Allowance (HRA) takes care of the expenditure incurred by the employee on housing and City Compensatory Allowance takes care of higher cost of living in selected cities. The Special Allowances render a financial support to the employees for performing jobs of special or arduous nature or those involving elements of risk and employees who deserve special support e.g – Differently Abled employees. Needless to say, all components of the pay and allowances packet need to be reviewed comprehensively in a holistic manner so as to take care of the changing working environment.

The State of Andhra Pradesh had earlier constituted ten Pay Revision Commissions. An Anomalies/Regrouping Committee followed the 1986 Pay Revision while Anomalies Committees followed the 1993, 1999, 2005 and 2010 Pay Revisions.

The concept of Master Scale was first time introduced by the 1993 Pay Revision Commission. The Pay Scales identified for different categories of posts are only segments of the Master Scale. The subsequent Pay Revision Commissions have also found merit in adopting and continuing the concept of Master Scale. Among others, the last (10th) Pay Revision Commission recommended for:-

- A minimum pay of Rs.13000/- and maximum pay of Rs.1,10,850 and thus the ratio between minimum and maximum worked out to 1:8.527

- Continuance of the Master Scale with progressively rising increments (in absolute terms).
- Continuance of the Automatic Advancement Scheme on completion of 6, 12, 18 and 24 years.
- Continuance of Special Pays and other allowances keeping in view the rationale adopted by the earlier Commissions.
- Sanction of five stagnation increments.

Now the following QUESTIONNAIRE is designed to elicit your views on the pay structure and related matters which come under the purview of terms of reference of the 11th Pay Revision Commission.

QUESTIONNAIRE

PART I

PAY, ALLOWANCES AND OTHER SERVICE CONDITIONS A. GENERAL PRINCIPLES GOVERNING PAY SCALES AND ALLOWANCES

1. Minimum and Maximum Pay

The Ninth and Tenth State PRCs as well as the Seventh Central PRC have laid emphasis on determining a Minimum Pay which enables a Government employee to live with reasonable level of material comfort and dignity for his/her family. For this purpose the Commissions have relied upon the norms prescribed by the Indian Labour Conference (ILC) for determining a need-based Minimum Wage. To this, the Tenth State PRC have added a percentage component to neutralize the expenditure on new items such as on transportation, recreation, festivals etc. In the context of the above, the PRC would like to know your considered views on the following issues:

- (a) What should be the basis for determining the Minimum and Maximum Pay
- (b) Based on above what should be the Minimum Pay: Rs._____, and Maximum Pay: Rs._____.
- (c) Ratio between the Minimum and Maximum Pay _____?
What is the rationale?

2. Scale of pay:

As you are aware every post carries a scale of pay with a minimum of the scale, annual increments and maximum. At present the concept of Master Scale is in vogue and every individual pay scale is a segment of the Master Scale. However a pay scale determines the minimum and maximum pay applicable to any particular post and affords a measure of horizontal comparison among employees occupying posts across different Departments. Hence successive Pay Revision Commissions and Anomalies Committees have been analyzing the pay scales.

- (a) Please indicate your views on the fixation of pay-scale for each category of post.
- (b) In your view what should be the parameters for determining the pay scale for a particular category?
- (c) If you are representing a Service Association or heading a department what scales do you suggest for the categories you are representing or the categories under your control based on the parameters mentioned above. Give justification.

3. Master Scale:

- (a) Do you suggest continuation of Master Scale concept? - Yes/No
- (b) If yes, do you suggest continuation (Tick any of the box indicating your view).
As it is with modifications
- (c) In case you advocate for continuation with modifications what modifications you would like to suggest?
- (d) Are the existing 32 grades of scales of pay adequate? - Yes/No
- (e) If 'No', how many grades of scales do you suggest?

4. Fitment:

- (a) In the Central Government, during the earlier pay revisions fitment used to be allowed for fixation of pay in the Revised Pay Scales. So is the case with the State Government. In the light of the above, what is your opinion on fitment?
- (b) Should it be (Tick your choice)
- i) A percentage of pay
- ii) Increments based on service
- (c) Quantum/percentage of fitment Rs. _____/_____%

5. Increment

- (a) State Government employees are now getting annual increments at a rate starting from 3.00% at the lowest point in the Master Scale and then tapering off to 2.5% at its highest level. Do you think this is appropriate?
Yes/No
- (b) If your opinion is "No" then what should be the quantum of increment? The rationale behind your suggestion may please be indicated.
- (c) Is it desirable to introduce differential rate of increment linking it to performance? - Yes/No
- (d) If "Yes", then what should be the mechanism followed to assess performance?

6. Common Categories

The common categories are those categories of posts which exist in almost all departments with similar nature of duties and qualifications such as posts belonging to the Andhra Pradesh Last Grade Service, Andhra Pradesh Ministerial Service etc.

(a) Do you suggest continuation of categorization of Common Categories?
Yes/ No

(b) If yes do you suggest continuation (Tick any of the box indicating your view)

As it is with modifications

(c) In case you advocate for continuation with modifications what would be the modifications you suggest such as bringing some more posts in the fold of Common Categories?

7. Stagnation increments

(a) According to one school of thought, the system of shifting an employee, when he/she reaches the maximum of pay scale, to the next pay scale is a good practice as it will give a sense of satisfaction to the employee that he/she is in a better scale and also continues to draw increments uninterrupted. In the light of this, do you support sanction of stagnation increments or shift to the next scale on reaching the maximum of the scale? (Tick any of the box indicating your view)

Stagnation increments Shift to next scale

(b) If you support sanction of stagnation increments whether the existing provision of five increments is proper?
Yes/No

(c) If "No" how many increments do you suggest?

(d) In case you advocate continuation of stagnation increments with modifications what would be the modifications you suggest?

(e) Should sanction of stagnation increments be continued even after the introduction of Automatic Advancement Scheme at reduced intervals of 6/12/18/24 years, which serves the larger interest of the employees?

(f) In case you support shifting to next scale, please give your justification.

(g) Please indicate the number of employees under your control who are receiving more than three and who have exhausted five stagnation increments.

8. Outsourcing staff:

(a) Do you support the policy of outsourcing of certain categories of staff in addition to the staff working under Work Charged establishment, Daily Wage and Contingent (full time/part time) establishment? Yes/No

(b) If yes do you suggest continuation (Tick any of the box)

As it is with modifications

(c) In case you advocate continuation with modifications what modifications would you like to suggest for such outsourcing of services?

B. AUTOMATIC ADVANCEMENT SCHEME

Government have introduced the Automatic Advancement Scheme in 1981. The successive PRCs have recommended for continuance of the scheme suggesting some modifications and the scheme is being implemented accordingly. The Central Government has also been implementing the Modified Assured Career Progression (MACP) Scheme which is similar to the Automatic Advancement Scheme in vogue in the State Government, the frequency of promotion however being less (10/20/30 years)

9. (a) In view of the above, do you suggest continuation of Automatic Advancement Scheme? -- Yes/No

(b) If "Yes", do you suggest continuation (Tick any one of the box indicating your view)

As it is with modifications

(c) In case you advocate continuation with modifications what modifications you would like to suggest?

10. (a) Do you feel the revised AAS frequency of 6/12/18/24 years is appropriate? Yes/No

If "Yes", do you suggest continuance

As it is with modifications

(b) Nature of modification suggested, if any

11. (a) Do you support the existing system of limiting the automatic promotion scales to the Special Grade after 6 years, SPP-IA/SAPP-IA (after 12years), SPP-IB/SAPP-1B (after 18 years) and SPP-II/SAPP-II (after 24 years)? Yes/No

(b) If "no", what are your suggestions?

C. SPECIAL PAYS AND COMPENSATORY ALLOWANCES & MEDICAL FACILITIES ETC.

As a general principle, while assigning a pay scale to a particular post the entry level qualifications, nature of duties assigned, jurisdiction and span of control etc. are taken into consideration. Another school of thought is that the pay scale should be assigned for normal duties only but when the job requires some duties which is out of the ordinary, e.g. demands special skills or work of arduous nature or involves risk or where the employee has to work in remote areas etc. there should be compensation by way of special pay or special allowance.

12. (a) Do you support sanction of Special Pay? Yes/ No
- (b) If "Yes", indicate the category(s) of post(s) for which Special Pay is suggested, reason(s) there for and quantum of such Special Pay.
- (c) Or should the pay structure alone take care of it, and if so what should be that pay structure, category-wise?

13. Dearness Allowance

At present the State Government is sanctioning Dearness Allowance twice a year, on first January and first July, as in the case of Central Government employees. The successive PRCs have been recommending a conversion formula to ensure that the quantum of Dearness Allowance sanctioned is commensurate with what is sanctioned by the Government of India in respect of the Central Government employees.

Do you feel the present system is apt? If not, please indicate suitable suggestions/ modifications.

14. City Compensatory Allowance (CCA)

- (a) Do you feel that the present system of City Compensatory allowance based on pay ranges and classification of cities is adequate or inadequate? If inadequate, please indicate suitable suggestions / modifications.
- (b) Based on the recommendations of 6th C.P.R.C and endorsed by the 7th C.P.R.C., the Central Government employees are being sanctioned Transport Allowance duly abolishing CCA. Do you feel Transport Allowance may also be sanctioned to the State Government employees in lieu of CCA. If so, indicate suitable suggestions / modifications.

15. House Rent Allowance (HRA)

- (a) At present HRA is being paid based on classification of cities/ towns on population basis and subject to a maximum ceiling. Do you feel that the existing classification of cities/towns is alright for sanction of House Rent Allowance? Yes/No
- (b) If "No", what classification of cities for the purpose of House Rent Allowance would you like to suggest for various places?

16. (a) Do you feel the existing rates of House Rent Allowance are adequate?
Yes/No
- (b) If "No", suggest the rate or quantum of H.R.A to be paid at various places and the justification thereof.
17. (a) In the State the prescribed classification of cities/ towns for the purpose of application of rates of HRA is also admissible to the places located within 8 kms. distance from the periphery of the qualified cities/towns. Do you advocate continuance of the existing system?
Yes/No
- (b) If "No", what is your suggestion on this?

18. LTC and other Allowances:

- (a) Do you feel that the existing system of Leave Travel Concession is appropriate?
Yes/No
- (b) If "No", suggest modifications, duly justifying the same.
19. (a) Do you think the present system of sanction of Tour T.A., Daily Allowances, Transfer T.A, F.T.A, other than Special Pay or perquisites either in cash or in kind is adequate?
Yes/No
- (b) Do you think the present system of sanction of Uniform Allowance, Risk Allowance, Conveyance Allowance, any Special Allowance etc. other than Special Pay or Perquisites, either in cash or in kind, and their quantum is adequate?
- (c) If "No", suggest modifications duly justifying the same.

20. Medical facilities:

- (a) Do you think the existing medical facilities available under the Employee Health Scheme (EHS) which envisages cashless treatment on the basis of Employee Health Cards in respect of Government employees is adequate?
Yes/No
- (b) If no, indicate your suggestions for their modification duly justifying them.
- (c) Do you have any other alternative suggestions to improve the Medical facilities for the employees?

21. Obsequies Charges

- (a) Is the quantum of obsequies charges being paid at present, in the case of death of a government employee, adequate?
Yes/No.
- (b) If "No" suggest any modifications with justification

PART II
PENSION STRUCTURE

One of the terms of reference of the Pay Revision Commission (PRC) is to examine and review the existing structure of benefits for pensioners and make recommendations which may be desirable and feasible.

At present the A.P. Revised Pension Rules, 1980, as amended from time to time, govern the pensionary benefits. Government have been sanctioning Pension based on the last pay drawn. The minimum qualifying service to get pension is 10 years. Government allows a weightage of up to 5 years for superannuation pension and for voluntary retirement. In either case, the maximum qualifying service is 33 years for getting full pension i.e. 50% of pay drawn at the time of retirement.

Basing on the recommendation of the Pay Revision Commission 2015 Government have reviewed the pension structure and granted a minimum pension of Rs.6500/- a month. The commutation of pension continues to be @ 40% of basic pension and no change was made in the existing provision regarding restoration of commuted portion of pension after 15 years. The maximum limit of Retirement Gratuity was recommended to be enhanced from Rs.8,00,000/- to Rs.12,00,000/- and the same has been accepted by the Government. For the purpose of calculating gratuity, Basic Pay as well as D.A. are being taken into account.

22. (a) In the light of the above, do you consider that the existing Pension scheme is sufficient? Yes/No
(b) If "No" what modifications you would like to suggest?
23. (a) Do you think the present structure and quantum of pension, family pension, and retirement gratuity require any modification? Yes/No
(b) If "yes" what modifications would you like to suggest?
(c) Whether the existing ceiling on Retirement Gratuity is adequate or do you suggest any enhancement?
24. (a) Is the present limit regarding commutation of pension and the time prescribed for its restoration appropriate? Yes/No
(b) If "No" what modifications do you suggest?
25. (a) Does the present scheme of Voluntary retirement require any modification? Yes/No
(b) If "Yes" suggest modifications.
26. (a) Is the weightage of 5 years of service allowed on superannuation/ voluntary retirement justified? Yes/No
(b) Suggest modifications, if any.

27. Additional Quantum of Pension:

- (a) Do you feel that the additional quantum of pension allowed above the age of 75 years to 100 years or more is adequate? Yes/ No
- (b) If "No", suggest the modifications.
28. Is the quantum of death relief i.e., a lumpsum amount equal to one month's pension subject to minimum of Rs.15,000/- to the pensioners/ nominees paid at present adequate? Yes/No
- (b) If "No" what are the suggestions you would like to make?
29. (a) The pensioners are being compensated towards the rise in the cost of living by way of Dearness Relief on pension/family pension at the same rate as sanctioned to the serving employees. Is it adequate? Yes/No
- (b) If "No" suggest modifications?
30. (a) Do you think the existing procedure for verifying service, submission of pension papers, issue of PPO/GPO by A.G. etc. require any modification? Yes/No
- (b) If "Yes" suggest modifications?
31. (a) Do you consider the quantum of anticipatory/provisional pension is adequate? Yes/No
- (b) If "No" suggest modifications?
- 32 (a) There is a need to provide medical facilities to the pensioners who have served the Government. Do you consider that the existing medical facilities are adequate? Yes/No
- (b) Do you feel that the Health Card System is convenient? Indicate your view.
- (c) If "No", suggest modifications duly justifying the same.
- (d) Do you have any other suggestions for extending better medical care to pensioners?

33. Financial Assistance:

At present Financial Assistance is admissible to such of the survivors to whom neither service pension nor family pension is admissible i.e., teachers and Non-Teaching Staff of Aided Educational Institutions and ex-District Boards who retired or died while in service prior to 01-04-1961. As per the recommendations of 10th PRC, a minimum of Rs.6,500/- p.m. is being sanctioned as Financial Assistance without Dearness Relief.

Do you feel that the above Financial Assistance is adequate?

Do you consider this facility as redundant since there may not be any survivor now from out of those who were in service prior to 1961 for he /she would have retired on attaining the age of superannuation of 55 years and the present age would be more than 111 years.

PART III
GENERAL AND MISCELLANEOUS MATTERS

34. With the increasing educational and awareness levels of the recipients of Government services there has been greater demand for better and more efficient service delivery. There is urgent need for the Government employees to familiarize themselves with the advancements in the fields of information, communication and technology so as to leverage them to professionalize their work. Naturally the compensation package and service conditions of the State Government employees have to be attractive enough to attract the young and talented. In the light of the above position,

- (a) Do you feel that the existing pay structure and the service conditions would attract such talented young personnel? Yes/No
- (b) If "No" suggest measures to be taken to attract such talented young personnel?

35. (a) Do you think the existing compensation package/ ex-gratia to the kith and kin of those Government employees who unfortunately lose their lives or limbs due to accidents /extremist activities, while performing their official duties, is adequate? Yes/No

- (b) If "No" suggest measures for improving the same?

36. Please suggest measures

- i) To reduce Govt. expenditure
- ii) To improve the State's financial resources
- iii) To meet the growing liability on pension
- iv) Creation of Pension Fund and its investment.

37. Do you have any other suggestions to improve the economic status of the serving employees/pensioners with means/ measures on which the P.R.C can deliberate? (please furnish details with due justification)

38. (a) Do you feel that the amount of advance being paid to the employees for purposes of purchase of site/purchase of ready built house/purchase of site-cum-construction of a house/construction of a house on the site already owned/for undertaking repairs, additions, extensions to the house already owned by the employee, is sufficient? Yes/No

- (b) If "No" what suggestions would you like to make?

(c) Do you consider that the maximum number of installments of recovery of the principal/interest is justified? Yes/No

- (d) If "No" what are your suggestions?

(e) Do you consider that the rates of recovery of interest/penal interest are adequate? Yes/No

- (f) If 'No" indicate your suggestions.

39. (a) Do you feel that the quantum of advance being paid to the employees for the purchase of conveyances,(viz.) motor car, motor cycle/scooter, moped and bicycle is adequate? Yes/No

- (b) If "No" what suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principle/interest is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make?
- (e) Do you consider that the rates of recovery of interest/penal interest are adequate? Yes/No
- (f) If "No" indicate your suggestions
40. (a) Do you feel that the quantum of advance being paid to the employees, for the celebration of marriage of themselves/sons/daughters is sufficient? Yes/No
- (b) If "No" what are the suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make?
- (e) Do you consider that the rates of recovery of interest/penal interest are adequate? Yes/No
- (f) If "No" indicate your suggestions.
41. (a) Do you feel that the amount of advance being paid to the officers for the purchase of personal computer is sufficient? Yes/No
- (b) If "No" what suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make?
- (e) Do you consider that the rates of recovery of interest/penal interest are adequate? Yes/No
- (f) If "No" indicate your suggestion.
42. (a) Do you feel that the amount of festival advance being paid to the employees is adequate? Yes/No
- (b) If "No" what suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principal is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make?
43. (a) Do you feel that the amount of education advance being paid to the employees is sufficient? Yes/No
- (b) If "No" what suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principal/ is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make? Yes/No
44. What should be the cap on the total amount of loans that a Government servant can take to avoid high level of indebtedness? Yes/No
45. (a) Do you feel that the existing amount of reimbursement of tuition fees paid by the employees in respect of their children is adequate? Yes/No
- (b) If "No" what suggestions you would like to make?

46. (a) Do you consider that the existing system of concessional bus pass facility to certain categories of employees to travel by A.P.S.R.T.C. buses in notified municipal corporation areas is sufficient? Yes/No
- (b) If "No" what are the modifications you would like to suggest?
- (c) Do you feel that it is necessary to extend similar facility to the employees working in other cities/towns in the state where A.P.S.R.T.C. is operating city services? Yes/No
- (d) If "yes" suggest the cities/towns you would like the facilities to be extended?

PART IV
HUMAN RESOURCES TO MEET CONTEMPORARY REQUIREMENTS

There is a continual transformation in the functioning of Government Departments due to increased focus on Economic Development and Public Welfare, emphasis on transparency and accountability and time bound delivery of citizen centric services. Information and Communication Technology is now extensively being used in Government Departments to monitor programmes. In order to respond to the new and emerging challenges, Government Departments need to undertake review of existing Human Resources to workout effective organizational strategy for the future. Given the challenges faced by the government and the tasks on hand, please comment on the following aspects of human resources in your Department.

47. (a) Whether the manpower availability in your Department is adequate to meet the present day work requirement? Please state for each category separately.

<u>Name of Category</u>	<u>Sanctioned</u>	<u>Availability</u>	<u>Requirement</u>
	(No.)	(No.)	(No.)

(b) What steps are required to rectify the problem of excess /shortfall of staff? Please state for each category separately with a brief explanation.

- i) Direct/ lateral recruitment
- ii) Hiring on contract basis
- iii) Hiring through outsourcing
- iv) Re-deployment
- v) De-centralization and Delegation of authority
- vi) Re-organization of staff/field units
- vii) Outsourcing of services / activities to professional agencies
- viii) Training and skill up-gradation of existing staff
- ix) Use of Information and Communication Technology (ICT)
- x) Improve mobility
- xi) Closure/ merger of non-functional / under-functioning units
- xii) Privatization of units
- xiii) Any other

48. Please state in brief the Programs / Schemes / Institutions of the Department which immediately require review of the man power deployed so as to improve service delivery and efficient working.

49. Presently recruitment is being done through DSC / APPSC or on contract or outsourcing basis. Should there be a change in the hiring policy of Government to attract persons of requisite talent for different categories of posts? Should lateral recruitment on a selective basis be resorted to, and if so for what levels/ categories of posts? Please state for each Category separately.

50. Should the job description of Government functionaries at various levels, that was fixed long back, be redefined to clearly delineate new areas of responsibility and corresponding levels of accountability? And if so, should the recruitment rules for various levels of Government posts be also changed to prescribe higher qualifications as

may be considered appropriate? Please give your views and the categories of posts for which these changes are required.

51. Should the Government, instead of hiring new personnel for work, as well think of outsourcing repetitive and non-regular type of services / activities to professional agencies for timely performance according to prefixed standards, on payment basis. If so, please suggest the services / activities of the department that can be outsourced.

52. In order to avoid procedural delays and consequent public harassment, should the documentation and procedural compliance required for obtaining public services be outsourced to professional agencies, while retaining their regulation and decision making authority within the Government Department? If so, for which public services can such outsourcing be thought of?

53. To allow public easy access to various Government services, should Government encourage call centres like 108, 100 etc. to record public demand and forward it to the concerned Department for time bound action? If so, please suggest the services in your Department that can be accessed by public through dedicated a Call Center system.

54. Whether the existing Citizen Charter is adequate? Does it require any improvements? If so suggest measures to improve.

55. Several new laws aiming to secure rights of the citizens are being enacted inter-alia requiring public servants to perform new roles and to conform to new procedures while dealing with public. For effective implementation of such laws, should there be a continuous programme of training, education and awareness creation for Government servants? Can you suggest such laws, programmes and schemes for which special training, education and awareness programmes are required to be conducted for better implementation?

56. Does your Department have requisite infrastructure for the periodic training of officers and staff at all level and for the education of stakeholders in respect of new laws/ policies and programmes? Do you have any suggestions for improvement?

57. Do you have any further suggestion for the development of human resources in Government departments to meet people's expectations and enhance public delivery?

58. Introduction of on-line citizen services and Direct Benefit Transfer (DBT) minimize human interface and eliminate possible scope for corrupt practices. It also improves efficiency in Governmental functioning. Several areas of public governance have already been digitalized. Do you suggest any new areas/ services which can be offered on-line?

GENERAL

If you feel that any issue which is within the terms of reference of the Pay Revision Commission but not covered in the Questionnaire such issues may be identified and your views on such issue(s) may be sent to the Commission for consideration.

The University authorities/ Service Associations of the Non-Teaching Staff and the individual employees of the Universities may also enumerate their suggestions with special reference to the conditions of their service in the Universities.

The Commission expects that the suggestions made are comprehensive and supported by data, logic and probable financial implications. Where the proposed suggestions involve financial implications please indicate them in the following formats:-

Format - I

Suggestions involving financial implications:

Sl. No	Issue	Item No. in Questionnaire	Existing Position	Difficulty faced	Reasons	Suggestions to mitigate the difficulty	Financial implications

- Note: a. Illustration may be given below if necessary.
b. Each item shall be on separate sheet unless they are related to each other.
c. The Govt. order relied on for citing the existing provision may please be enclosed.
d. Each sheet has to be signed.

Format - II

Suggestions involving new schemes:

Sl. No.	Issue	New Scheme Proposed	Need	Justification	Financial Implications

Format - III

In case where suggestions are made for the continuation or otherwise of the existing system

Sl. No.	Issue No.	Item No. in Questionnaire	If continuance is suggested without modifications	If continuance is suggested with modifications suggest such modifications with reasons	If discontinuance is suggested indicate reasons

K.V.S.K.S. PAPA RAO
Secretary to Pay Revision Commission



Room No. 292, First Floor,
Second Building, A.P. Secretariat,
Velagapudi, AMARAVATI - 522 238.
Phone: 0863-2442552, Cell: 90100 11138
E-mail: secytoprc-11@apfinance.gov.in

11th PAY REVISION COMMISSION

D.O.Lr.No.52021/5/PRC-I/2018 Date 25/06/2018

Dear Sir/Madam,

Sub:- P.R.C. - Constitution of 11th Pay Revision Commission -
Nomination of Liaison Officers - Requested - Regarding.
Ref:- G.O.Rt.No.75 G.A.(Spl.A) Department, dated 28-05-2018.

* * *

Government constituted 11th Pay Revision Commission. In this connection, I request you to nominate one Officer not below the rank of Deputy Director to liaison with the Office of the Pay Revision Commission. I request you to give his/her contact details in the following proforma for periodical interaction and correspondence.

Name of the Office with address	Name of the Liaison Officer	Mobile Number	e-Mail Address

Regards

Yours sincerely,

(K.V.S.K.S. Papa Rao)
Secretary to Pay Revision Commission

Sri/Smt./Kum. _____ Commissioner/Director,
_____ Department A.P, Amaravati.

K.V.S.K.S. PAPA RAO
Secretary to Pay Revision Commission



Room No. 292, First Floor,
Second Building, A.P. Secretariat,
Velagapudi, AMARAVATI - 522 238.
Phone: 0863-2442552, Cell: 90100 11138
E-mail: secytoprc-11@apfinance.gov.in

11th PAY REVISION COMMISSION

D.O.Lr.No.52021/5/PRC-I/2018Date 25/06/2018

Dear Sir/Madam,

Sub:- P.R.C. - - Constitution of 11th Pay Revision Commission - Nomination
of Liaison Officers - Requested - Regarding.
Ref:- G.O.Rt.No.75 G.A.(Spl.A) Department, dated 28-05-2018.

* * *

Government constituted 11th Pay Revision Commission. In this connection, I request you to nominate one Officer not below the rank of Deputy Registrar to liaison with the Office of the Pay Revision Commission. I request you to give his/her contact details in the following proforma for periodical interaction and correspondence.

Name of the Office with address	Name of the Liaison Officer	Mobile Number	e-Mail Address

Regards

Yours sincerely,

(K.V.S.K.S. Papa Rao)
Secretary to Pay Revision Commission

To
Sri/Smt./Kum. _____ Registrar,
_____ University

ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner



Room No. 187, Ground Floor,
Fourth Building, Secretariat,
Velagapudi, AMARAVATI – 522238
(o) 0863-2444438 (M) 984803894
Email: asutosh-prc11@apfinance.gov.in

11th PAY REVISION COMMISSION

D.O. Letter No. 52021/12/PRC -I/2018 Dated: 16th July, 2018

Dear Sir/ Madam

Sub: PRC – 11th Pay Revision Commission - Information on various aspects regarding the working of the Department/ University/ Organization – etc.

Ref: G.O.Ms.No.75, G.A. (SCA) Department, dated 28.05.2018

Please refer to the GO cited wherein Government have constituted the 11th Pay Revision Commission. The terms of reference of the Pay Revision Commission include evolving a new pay structure for various categories of employees of State Government, Local Bodies, Aided Institutions including Non-Teaching staff of Universities etc. and an appropriate pension structure for the pensioners. For this purpose the Pay Revision Commissioner requires information on various aspects of working of the departments/ organisations/ institutions/ services.

2. I request you to furnish the following information to the PRC **latest by 16.08.2018**:

- i) Brief write-up on the Department delineating the following:
 - (a) Organizational chart
 - (b) Major functions/ activities of the department
 - (c) Administrative jurisdiction of various officers working in the department
 - (d) Copies of updated service rules
- ii) Information sought for in the following **Pro forma I to IV**

(a) **Pro forma-I** is designed to elicit information regarding the pay scales assigned by the successive revisions from 1993 onwards. Information is to be furnished for each category of post. Please indicate grades, as specified in Schedule-I of the G.Os revising the Pay Scales of State Government employees. Similarly, the pay scales assigned by the successive Pay Revision Commissions have to be indicated. If the scales were again revised subsequently, either as a result of recommendations of follow-up Anomalies Committees or any subsequent order of the Government, such revised scale may please be indicated. The Proforma also seeks to elicit information regarding Special Pays/Special Allowances if any attached to the posts. If more than one special Pay or Special Allowance is attached such information has to be brought out separately, as indicated in the guidelines under Proforma-I.

(b) **Pro forma-II** is designed to seek information about Service Rules governing the posts such as methods and qualifications of appointment, number of employees who have put in the service required for grant of Automatic Advancement Scales etc.

(c) **Pro forma-III** is designed to elicit information about the number of posts sanctioned and filled up and also retirements during the last three years and expected retirements in the coming five years.

(d) **Pro forma-IV** relates to information pertaining to work charged/full time contingent, daily wage/NMR and part time contingent employees etc.

3. In addition please append an undertaking in the format enclosed to this letter.

With regards,

Yours sincerely,



(ASUTOSH MISHRA)

PAY REVISION COMMISSIONER

PROFORMA-I

Name of the Department / University :									
Sl. No.	Category/Designation (Whether Gazetted or Non Gazetted)	No. of Posts as on 30.06.2018	Grade and Pay Scale as per PRC 1993 onwards			Special Pay if any, Rs	Special allowances (if any)		Remarks
			Pay Revision / Anomalies Committee	Grade	Pay Scale Rs.		Nomenclature	Quantum Rs.	
1	2	3	4	5	6	7	8(a)	8(b)	9
1			1993 1995 (A.C.) 1999 2004 (A.C) 2005 2008 (A.C) 2010 2015						
2			1993 1995 (A.C.) 1999 2004 (A.C) 2005 2008 (A.C) 2010 2015						

Guidelines to fill in the Proforma:

Col. No:1: Serial Number shall be given to each designation.

Col. No. 2: Use the following observations - G- Gazetted. NG- Non Gazetted Example: Senior Assistant(NG), Assistant Director (G)

Col. Numbers. 4&5-The Grades/ scales of pay assigned by the successive Pay Revision Commissions, as subsequently modified by the Anomalies Committees, if any, have to be shown. If the PRC/AC recommended a higher scale than the existing schedule I scale, such revision may be indicated in the remarks columns against that category.

Col. No. 6 If more than one type of Special Pay is attached to any category of post, the column may split into separate sub columns viz. 6(a), 6(b) etc.

Col. No. 7 Please indicate Special Allowances other than DA, HRA and CCA. If more than one type of Special Allowance is attached to any category of post they may be indicated with nomenclature vertically against that category.

PROFORMA-II

Name of the Department/ University:

Sl. No	Category / Designation	Pay scale as per PRC 2015	Whether any service Rules/ Adhoc Rules issued (Y/N)	If, so GO in which such rules were issued	Method of appointment with qualifications (both academic and departmental)					Percentage earmarked for Direct Recruitment	No of employees as on 30.06.2018 who have put in the following number of years of service in the category				Remarks
					Direct Recruitment	By promotion from the		By transfer from the			6 years	12 years	18 years	24 years	
						Category	Qualifications	Category	Qualifications						
1	2	3	4	5	6(a)	6(b)	6(c)	7(a)	7(b)	8	9(a)	9(b)	9(c)	9(d)	

- Note:- 1. Copies of service rules and adhoc rules, if any, have to be furnished to this Commission along with the above Proforma.
 2. Copies of G.O's wherein new posts were sanctioned after PRC 2015 and continuation of such posts from time to time as issued by the Finance (SMPC) Department may be furnished

PROFORMA-III

Name of the Department/ University

Sl. No	Category/ Designation	Scale of pay in 2015 pay scales	No. of sanctioned posts as on 30 th June, 2018	No. of posts out of col (4) which are filled up	No. of retirements during the calendar years from 2016 to 2018			No. of retirements during next five calendar years from 2019 to 2023					Remarks
					2016	2017	2018	2019	2020	2021	2022	2023	
1	2	3	4	5	6(1)	6(2)	6(3)	7(1)	7(2)	7(3)	7(4)	7(5)	

PROFORMA-IV

Name of the Department/University											
Sl. No.	No of Work Charged employees/ Full Time Contingent employees whose services were regularized as per G.O Ms.No.212, Finance (PC III) Department, dated 22-4-1994, as on 30.06.2018			No. of Part time Contingent employees whose services were regularized as per G.O. Ms.No.112, dated 23.07.1997 as on 30.6.2018		No of NMRs, Daily wage employees, Full Time Contingent employees, Part time contingent employees whose services were not regularized and still working as such as on 30.06.2018				The number of full time contingent employee whose services have not been regularized and drawing a minimum pay of Rs.6700/- + D.A/HRA/CA (as per revised pay scales 2010 vide G.O.Ms. No.171, Finance (PC-III) Deptt., dt: 13.05.2010	Remarks
	Work charged Establishment	Full Time Contingent employees	Daily Wage/ NMR employees			Work charged Establishment	Full Time Contingent employees	Part time Contingent employees	Daily Wage/ NMR employees		
1	2(a)	2(b)	2(c)	3	4	5(a)	5(b)	5(c)	5(d)	6	7

UNDERTAKING

Name of the Department of Secretariat /
Head of Department/ University:

I hereby ensure that all the posts, coming under the purview of the Pay Revision Commission, in this Department/University have been incorporated and no posts have been omitted.

Signature of the Head of the
Department/Registrar

Strike out whichever is not applicable.

ASUTOSH MISHRA IAS (Retd)
Pay Revision Commissioner



Room No. 187, Ground Floor,
Fourth Building, Secretariat,
Velagapudi, AMARAVATI - 522238
(o) 0863-2444741 (M) 9848038940
Email: asutosh-prc11@apfinance.gov.in

11th PAY REVISION COMMISSION

D.O. Letter No. 52021/10/PRC -I/2018 Dated: 16th July, 2018

Dear Sir/ Madam

Sub: PRC - 11th Pay Revision Commission - Information relating to perquisites and certain facilities like Rent Free Accommodation, Free Electricity etc – Reg.
Ref: G.O.Ms.No.75, G.A. (SCA) Department, dated 28.05.2018

I invite your attention to the reference cited. One of the terms of reference of the Pay Revision Commission constituted in the reference cited is to examine the various kinds of perquisites and certain facilities in cash or kind like Rent Free Accommodation, Free Electricity etc., now being allowed to certain government employees, and make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any, are desirable in future with regard to their rates, terms and other conditions etc.

I therefore request you to furnish the following information in the format enclosed to enable the Pay Revision Commissioner to examine them in detail:

- (1) Categories/Designation of posts along with number for which perquisites like Rent Free Accommodation is now admissible, indicating the need and justification to continue the same;
- (2) Categories/Designation of posts along with number for which facilities like “Free Power Supply” is being allowed indicating the need and justification to continue it.

In case such facility is not being extended to any of the category of employees in the department(s) under your control, a Nil report may please be furnished.

As the work of Pay Revision Commission is time bound, I request you to give top priority to this item of work and furnish the required information by **31st July, 2018**.

With regards,

Yours sincerely,

(ASUTOSH MISHRA)
PAY REVISION COMMISSIONER

FORMAT

Name of the Department / University: _____

Sl. No.	Designation	No. of posts	Perquisites like Rent Free Accommodation admissible		Facilities like Free electricity etc.		Need/ Justification for continuance or otherwise
			Nature	Quantum Rs.	Nature	Quantum Rs.	



D.O. No. 5/ (Computer No. 708829)/PRC-I/2018 Dated 2nd December, 2018

Dear Sir/ Madam

Sub: PRC – 11th Pay Revision Commission – Requests to extend Fixed Travelling Allowance to new categories – Reg.

Ref: G.O.Ms.No.75, G.A. (SCA) Department, dated 28.05.2018

Rule 12(1) of the Andhra Pradesh Travelling Allowance Rules, provides for payment of fixed travelling allowance by the State Government to Government employees who are required to tour for some minimum period within a specified area. The categories of posts for which FTA is admissible has been listed in Annexure II of the said rules (enclosed for ready reference).

2. The rates of Fixed Travelling Allowance sanctioned by the Government in G.O. Ms. No. 153 Finance (HR VI –TFR –A&L –TA) Department dated 11.12.2015 on the recommendations of the Tenth Pay Revision are as under:

Classification	Details	Minimum number of days required to be toured in a month	Rates of Fixed Traveling Allowance to be allowed if the jurisdiction is		
			Within the Mandal (Rs.)	Within three Mandals but in one Revenue Division (Rs.)	Revenue Division (Rs.)
I	Officers on a revised pay scale upto and inclusive of Rs.17890•53950	15 days	600	700	800
		20 days	775	900	1000
II	Officers on a revised pay scale of Rs.18400•55410 and above	15 days	750	900	1000
		20 days	900	1000	1200

2. The 11th Pay Revision Commission received many representations for inclusion of new categories for Fixed Travelling Allowance as well as enhancement of its quantum in respect of existing categories.

3. In this context, I request you to communicate to the Commission your suggestions if any, regarding inclusion of any new categories in the list of employees to be made eligible for grant of Fixed Travelling Allowance. Similarly, in case it is felt that any category of employee(s) needs to be deleted from the list, the same may be indicated. The suggestion of the department relating to addition/deletion etc. should be supported by justification for the same. We request you to submit your replies latest by 17th December, 2018.

With regards,

Yours sincerely,



(K.V.S.K.S. PAPA RAO)

To

K. V.S.K.S. PAPA RAO
Secretary
11th PAY REVISION COMMISSION



Room No. 292, First Floor,
Second Building, A.P. Secretariat,
Velagapudi, AMARAVATI - 522238.
Phone : 0863-244 2552, Cell: 90100 11138
Email : secytoprc-11@apfinance.gov.in

D.O. No. 5/ (Computer No. 708829)/PRC-I/2018 Dated 4th December, 2018

Dear Sir/ Madam,

Sub: PRC – 11th Pay Revision Commission – Requests to extend Risk Allowance and Uniform Allowance to new categories – Reg.

Ref: G.O.Ms.No.75, G.A. (SCA) Department, dated 28.05.2018

Government have been allowing payment of risk allowance to employees who are entrusted with official work which exposes them to certain degree of operational hazards. Similarly, Uniform Allowance is being paid to employees for whom specific uniform has been officially prescribed. A list of such categories of employees is enclosed.

2. The 11th Pay Revision Commission has received many representations for inclusion of new categories of employees for grant of Risk Allowance and Uniform Allowance.

3. In this context, I request you to communicate to the Commission your suggestions if any, regarding inclusion of any new categories in the list of employees to be made eligible for grant of Risk Allowance and Uniform Allowance. Similarly, in case it is felt that any category of employee(s) needs to be deleted from the list, the same may be indicated. The suggestion of the department relating to addition/deletion etc. should be supported by justification for the same. We request you to submit your replies latest by 17th December, 2018.

With regards,

Yours sincerely,

(K.V.S.K.S. PAPA RAO)

ANALYSIS OF REQUESTS

The requests of the Associations seeking parity by drawing comparison(s) with intra and inter departmental categories/posts have been examined in the following format. The recommendations of the Pay Revision Commissioner thereon have been recorded thereunder.

FORMAT

ELEVENTH PAY REVISION COMMISSION

----- Department

Brief on the set up of the department

Category ₹. (Pay Scale) (Grade)

Request:						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
Post compared:						
Mode of Appointment:						
Qualification:						

Recommendations:

VISIT OF PAY REVISION COMMISSIONER TO THE DISTRICTS

Sl. No.	District and Venue	Date
1.	East Godavari District in the R&B Guest House Rajahmahendravaram	11 th October, 2018
2.	Visakhapatnam District in the Zilla Parishad Conference Hall, Visakhapatnam	12 th October, 2018
3.	West Godavari District in the Zilla Parishad Conference Hall, Eluru,	02 nd November, 2018
4.	Kurnool District in the Zilla Parishad Conference Hall, Kurnool	12 th November, 2018
5.	Anantapuram District in the Conference Hall, Office of the District Collector, Anantapuramu	29 th November, 2018
6.	Vizianagaram District in the Conference Hall, Office of the District Collector, Vizianagaram	06 th December, 2018
7.	Srikakulam District in the Conference Hall, Office of the District Collector, Srikakulam	07 th December, 2018

GOVERNMENT OF ANDHRA PRADESH
11th PAY REVISION COMMISSION
Letter No. 5/ (Computer No.708829)/PRC-I/2018

Dated:

From
The Secretary to Pay Revision Commission
Room No.292, 1st Floor, 2nd Building
A.P. Secretariat, Amaravati – 522 238

To
Associations/HoD concerned

Sir,

Sub:- PRC – 11th Pay Revision Commission – Meetings with the Heads of Departments to elicit views on the requests of the employees – Reg.

- Ref:-
1. G.O. Ms. No. 75 General Administration Department dated 28.05.2018
 2. G.O. Rt. No. 1451 General Administration Department dated 03.07.2018
 3. Press Release of the Secretary to Pay Revision Commission dated 20.07.2018 and 29.08.2018
 4. Questionnaire issued vide D.O/Letter No.52010/18/ 2018/PRC.I dt: 25.7.2018

As you are aware Government have constituted 11th Pay Revision Commission vide GO first cited. On assumption office by the Pay Revision Commissioner, a press release was issued inviting representations from the Associations stipulating 30th August 2018 as the last date. On the requests of the Associations, the last date was extended up to 20th September, 2018. Similarly, a questionnaire was issued vide reference fourth cited. Various Service/Pensioners Associations have called on the Pay Revision Commissioner and submitted representations. The Pay Revision Commissioner is also visiting Districts with an object to elicit the views of the local branches of Associations on general issues, and service matters included in the Questionnaire and also to give them an opportunity to explain the issue already raised by them in their representations filed before the Commission.

The representations so received are available on the website of the Finance Department (www.apfinance.gov.in).The concerned Heads of Departments have been given access to peruse them by logging in with the user ID and password already furnished.

The Pay Revision Commissioner will be convening a meetings with the Associations department wise during the forenoon session and with the respective Heads of the Departments in the afternoon session.

The schedule of the meetings is enclosed.

I therefore request you to attend the meeting in the conference hall (1st Floor, Fourth Building, Secretariat) as per the schedule. Further, the Heads of the Departments are requested to attend the meeting along with their considered recommendations in writing on the requests of the Associations relating to –

- (a) Requests for improvement of pay scales
- (b) Special Pay and allowances
- (c) Other conditions of Service

Yours faithfully,

A handwritten signature in blue ink, appearing to be 'J. H.', is centered below the closing text.

Secretary to Pay Revision Commission

Department	Associations	Date
Director of Economics and Statistics	AP Economic and statistical Officers Association	17 th December 2018
	AP Economics and Statistical Officers Association	
	AP Economics and Statistical Subordinates Association.	
Commissioner of Agriculture	AP Agriculture Officers Association	18 th December 2018
	AP Agricultural Extension Officers Association	
	AP Agricultural Statistical Officers & Staff Association	
Agriculture Marketing Committees	The Agricultural Market Committee State Employees Welfare Association	19 th December, 2018
	The Agricultural Market Committee Employees Association	
	Agricultural Marketing department outsourcing employees Association	
Agriculture Marketing Department	Andhra Pradesh Agricultural Market Department Employees	
Horticulture Department	AP State Horticulture Employees Services Association	
	A.P Horticulture Officers Association	
Co-operation	AP Co-Operative Gazetted Officers Association	20 th December 2018
	The AP Coop. Services Association	
Animal Husbandry Dept.	AP Animal Husbandry officers services Assn.	21 st December 2018
	AP Animal Outsourcing Hospital Attenders	
	AP Non Graduate Veterinarian Federation	
	APPASU Chikitcha Mahasang	
Fisheries Department	A.P. Fisheries Officers Association	27 th December 2018
	A.P. Fisheries Development Officers Association	28 th December 2018
Mines & Geology	Technical Officers working in Mines and Geology Department	
Industries & Commerce		31 st December 2018
Sugar and Cane Commissioner	Andhra Pradesh Sugarcane Inspectors Association	
Handlooms and Textiles	Director of Handlooms and Textiles	

Sainik Welfare	Sainik Welfare Employees Association	2 nd January 2019
BC Welfare		
Social Welfare	Andhra Pradesh State Assistant BC Welfare Officers Association	
Tribal Welfare	Andhra Pradesh State SC,ST,BC Welfare Officers JAC	
	AP Social Welfare Department Ministerial Staff Association.	
Juvenile Welfare		
Department for Welfare of Differently Able Senior Citizens and Transgender	Navya Andhra Orthopedically Handicapped Persons service Welfare Association.	3 rd January 2019
	Ch. Sreenu SGT	
	Association of Teachers of Hearing Handicapped	
	Andhra Pradesh Hearing Handicapped Association	
	National Federation of the Blind India	
	Differently Abled Employees Association	
	Welfare of Disabled and Senior Citizens NGOs Employees Association	
	Karunya Disabled and Orphans welfare and Empowerment Society	
	Differently Abled Teachers Union	
	AP State Royal Association for the Blind People	
Women Development and Child Welfare	AP Officers of the Women and Child Welfare Dept. Association	4 th January 2019
	ICDS Supervisors and Eos (W&CW) Association	
	AP Employees of Women Development and Child Welfare Employees Association	
Information and Public Relations	Information and Public Relations Department Employees Association	7 th January 2019
	Information Engineers Association	
Electrical Inspectorate	Electrical Inspectorate Employees Association	8 th January 2019
Boilers		
Legal Metrology	AP Legal Metrology Officers Association	

Director of Treasuries and Accounts	Andhra Pradesh Treasury Services Association	22 nd January 2019
	Sri K. Joginaidu, Sub Treasury Officer, Yalamanchili, Visakhapatnam District	
State Audit	Andhra Pradesh State Audit Non Gazetted Officers Association	
Pay and Accounts Officer	Pay and Accounts Office Employees Association	
Director of Works and Accounts	Andhra Pradesh Divisional Accounts Officers (Works) Association	23 rd January 2019
	Andhra Pradesh Pay and Accounts Office (Works Accounts) Employees Association	
AP Government Life Insurance	AP Government Life Insurance Department NGO's State Association	
Andhra Pradesh Public Service Commission	Andhra Pradesh Public Service Commission Employees Association	
Chief Commissioner of Land Revenue	AP Civil Service (Executive Branch) Association	24 th January 2019
	AP Revenue Service Association	
	AP Direct Recruitment VROs Association	
	AP Village Revenue Officers Association	
Survey Settlement and Land Records	Andhra Pradesh Survey Employees Association	25 th January 2019
	Deputy Inspector of Survey Employees Association	
Stamps & Registration	The Andhra Pradesh Sub Registrar Association	28 th January 2019
Commercial Tax	Commercial Tax Gazetted Officers Association	
	Andhra Pradesh Commercial Tax Non Gazetted Officers Association	
Endowments Department	Association of Non Gazetted Executive Officers of Endowments Department	
	AP Endowment Mofussil Employees Association	

Prohibition and Excise	Andhra Pradesh Prohibition & Excise Executive Officers' Association	29 th January 2019
	Andhra Pradesh Prohibition & Excise Gazetted Officers' Association	
	Andhra Pradesh Prohibition & Excise Constable & Head Constable Association	
Forest	Andhra Pradesh Forest Range Officers' Association	
	AP Forest Services Association	
	Andhra Pradesh Junior Forest Officer's Association	
	Andhra Pradesh Forest Range Officers' Association	
	AP Forest Services Association	
Prisons	Andhra Pradesh Prisons Department Guarding Force Association	30 th January 2019
Transport	AP Transport Gazetted Officers Association	
	Association of Transport Department Technical Officers	
	Andhra Pradesh Transport Department (Non-Technical) Employees Association	
	Representation of Sri B.V. Murali Krishna, Motor Vehicle Inspector, Office of DTC, Guntur	
	Representation of Sri Raja Ratnam, Deputy Transport Commissioner, Guntur.	
Fire Service	AP State Disaster Response & Fire Services Ministerial Employees Association	31 st January 2019
	Andhra Pradesh State Disaster Response & Fire Services Association	
	Andhra Pradesh Fire Services Officer's Association	
	Andhra Pradesh State Disaster Response & Fire	
Public Prosecutors Office	Association of Public Prosecutors (CADRE)	1 February 2019
Judicial Department	Andhra Pradesh Judicial Class IV Employees State Association, Vijayawada	
	Andhra Pradesh Judicial Employees Association, Srikakulam.	
	Judicial Employees Association, East Godavari District	

Police Department	Representation of Sri B. Sree Rama Murthy, Commandant, 6th Bn. APSP, Mangalagiri, Guntur	4 th February 2019
	AP State Home Guards Welfare Association	
	Andhra Pradesh Police Ministerial staff Association, Vijayawada	
	Andhra Pradesh Police Reporters Association	
	Andhra Pradesh Police Officers' Association	
	AP Police Officers Association, Vizianagaram	
	Andhra Pradesh Intelligence Department Employees Association (APIDEA)	
	Andhra Pradesh Police Officers' Association, West Godavari	
Anti -Corruption Bureau	Smt. N. Jhansi Rani and others, Employees of the Anti-Corruption Bureau	5 th February 2019
Ground Water Department	Ground Water and Water Audit Department Employees Association	
Ports Department	Representation of Sri Koya Praveen, Director of Ports.	
Municipalities	Andhra Pradesh Municipal Subordinate Service Association	6 th February 2019
	AP Municipal Medical Officers Association	
Municipal Administration Department	The Andhra Pradesh Municipal Commissioners Association	
	Sri J. Appala Naidu, Municipal Commissioner, Mammidivaram, East Godavari	
	Municipal Commissioner, Amalapuram Municipality	
	Sri Nagendra Biyani, Municipal Commissioner, Selection Grade	

Urban Local Bodies	Andhra Pradesh Municipal Corporations Association	7 th February 2019
	The Andhra Pradesh Municipal Ministerial Employees Association	
	The Vijayawada Municipal Corporation Medical Employees Association	
	Sri V. Ravi Kumar & Others, Work Inspectors, Vijayawada	
	Grater Visakhapatnam Municipal Corporation Ministerial Service Association	
	Grater Visakhapatnam Municipal Employees Union	
Town and Country Planning Department	Andhra Pradesh Municipal Town Planning Technical Officials Association	8 th February 2019
Legislature Secretariat	Represenatation of Sri M.H.H. Prem Kumar, Technical Officer, AP Legislature Assembly	
National Cadet Corps	AP State Govt. NCC Employees Association	
All Engineers Departments (WR, R&B, PR, TWS, PH, TW etc.,)	Andhra Pradesh Panchayat Raj Engineers Association	13 th February 2019
	Association of Andhra Pradesh Assistant Executive Engineers	
	Rayalaseema Irrigation AEE Association	
	Andhra Pradesh Technical Officers Association	
	Andhra Pradesh State Council of Diploma Engineers Association	
All Engineers Departments (WR, R&B, PR, TWS, PH, TW etc.,)	Andhra Pradesh Panchayat Raj Diploma Engineers Association	14 th February 2019
	Andhra Pradesh Rural Water Supply Engineers' Association	
	AP Non-Technical Personal Assistants (Gazetted)	
	Andhra Pradesh Site Engineers Association (Contract basis)	
I & CAD Department	Irrigation Lock Superintendent Association	14 th February 2019
	Irrigation Conservancy Assistant Association	

AP State Election Commission	Representation of Sri A.V. Satya Ramesh, Secretary (FAC)	15 th February 2019
Archaeology and Museum Department	Representation of Sri B. Parasuramudu, Keeper of Estampages	
	Andhra Pradesh Gazetted Employment Officers Association	
Insurance Medical Service Department	Representation of Dr. G. Ravi Kumar, MD, Joint Director, Nodal Officer to 11 th PRC, IMS Dept.	
	Representation of Bojanki Yasodha, ECG Technician Gr.II, Gandhigram, Gajuwaka, Visakhapatnam	
Industrial Tribunal Cum Labour Court, Ananthapuram	Representation of Sri S. Prasad, Additional District Judge, (FAC) Chairman cum Presiding Officer	
PR & RE Department	AP Panchayat Raj & Rural Development Service Association	22 nd February 2019
	Panchayat Raj Superintendents Association, West Godavari	
	AP Panchayat Raj Ministerial Employees Association	
	AP Extension Officers Association	
	Andhra Pradesh DPO & DLPOs Association	
	Andhra Pradesh Panchayat Secretaries Association	
	West Godavari District Panchayat Secretaries Association,	
	AP District Panchayat Officers Association	
Director of Government Examinations	Representation of Sri A.Ajay, Junior Assistant and other	25 th February 2019
	Representation of Sri J. Suryanarayana, Assistant Commissioner of Govt. Exams	
	AP NGO's Association (Director of Government Examinations Office Cell (SSC Board))	

Zilla Grandhalaya Samstha	Andhra Pradesh Rastra Zilla Grandhalaya Samstha Udyogula Sangham, Ananthapuram	26 th February 2019
	Andhra Pradesh Rastra Zilla Grandhalaya Samstha Udyogula Sangham, Vijayawada	
	Andhra Pradesh Rastra Zilla Grandhalaya Samstha Udyogula Sangham, Amaravathi	
Technical Education	AP Government Polytechnic Technical Staff Association	
Collegiate Education		
Intermediate Education	Government Junior Lecturers Association, Dr. K. Nagabhushan	27 th February 2019
	Government Junior College Physical Director Association	27 th February 2019
	AP Government Junior College Contract Lecturers Association	
	AP State Vocational Junior Lecturers (MTS) Association	
	Government Junior College Librarians Association	
	Intermediate Vocational Senior Instructor (MTS) Association	
	AP Vocational Lab Assistants (MTS) Association	
	Government Junior Lecturers Association, AP, Sri RP Naidu	
School Education Department	Representation of Sri Katti Narasimha Reddy, Hon'ble MLC.	28 th February 2019
	Representation of Dr. A.S. Rama Krishna, Hon'ble MLC.	
	Progressive Recognised Teachers Union, AP	
	AP Pradhanopadhya Sangham	
	Democratic Teachers Association	
	Andhra Pradesh United Teachers Federation	
	Rastra Upadhyaya Pandit Parishath	
	Andhra Pradesh Upadhyaya Sangham	

School Education Department	State Teachers Union, AP	1 st March 2019
	Andhra Pradesh Teachers Federation - Sri Raghurami Reddy	
	Andhra Pradesh Teachers Federation - Sri Venkateswara Rao	
	Andhra Pradesh Teachers Guild	
	Progressive State Teachers Union	
	Secondary Grade Teachers' Federation	
	Municipal Teachers Federation of AP	
	Telugunadu Upadhyaya Sangham-Sri Ajay Kumar	
	Telugunadu Upadhyaya Sangham-Sri CH. Subash Chandrabosh	
	Andhra Pradesh Teachers Educators Association	
	Rastra Jateeya Upadhyaya Parishath	
	Minority Teachers Association	
	DSC 2003 Teachers' Forum	
	Representation of Sri K.Ramesh, Teacher, Veerulapadu, Krishna.	
	Representation of Dayala Dharmaraju, SA	
	Representation of Sri WS Pradeep Kumar, Head Master, MPPS, Malladi, Amaravathi Mandal, Guntur	
	Representation of Sri TVT Ravichandra	
	Representation of Sri V.Brahmaiah, Municipal Corporation High School, CB Nagar, Navabpet, Nellore	
	Representation of Sri Srikumar, School Assistant, ZPHS, Srikakulam, Ghantasala Mandal, Krishna	
	AP Model Schools' Principals and Teachers Association	

AYUSH Department	AP Homoeopathic Teachers Assn. AP Ayurvedic Medical Officers Assn. AP Ayush Dept. Compounders Ass. AP Municipal Medical Officers Assn. Librarians of Ayush Department AP Unani Medical Officers Assn.	14 th March 2019
Drugs Control Department	Drugs Control Laboratory Drugs control Administration AP Drugs Inspectors Assn.	
HM & FW Department	AP Medical & Health statistical employees welfare assn.	14 th March 2019
	Govt. Physiotherapists (Employees Welfare) Assn.	15 th March 2019
	AP Physiotherapist's Assn.(DME)	18 th March 2019
	Govt. Physiotherapists (Employees Welfare) Assn. Medical & Health Department AP Medical and Health Ministerial Services Assn. AP State Contract Pharmacists and Lab-Technicians Assn. AP Para Medical Ophthalmic officers assn. Govt. General Hospital AP Para Medical Employees Assn. AP Govt. Radiological Imaging Technologists' Assn. AP Revised National T.B Control Programme, Contract employees union AP Medical Employees Union AP Pharmacists Assn. Progressive MPHEO Assn. L.D Computers (Statistics)Assn.(Medical & Health Dept.) Graduate Multi purpose health extension officers & community health officers Assn.(GMCA) AP Public health and medical employees union AP Health and Medical Services Assn. (AP-HAMSA) AP Health Employees Assn.(BHWS & SWS Assn.) AP Public Health and others Depts. Assn.	19 th March 2019

	<p>AP Aarogyamithra Contract Employees Union</p> <p>Chief Minister Aarogya kendrala contract employees union (UHC)</p> <p>AP Govt. Doctors Assn.</p> <p>Public Health & Medical Employees union</p> <p>United Medical & Health Employees Union</p> <p>The Government Graduate & Post Graduate Nurses Employees Association of CFW/DME/DH&FW</p> <p>A.P Nursing Post-Graduates Association</p> <p>A.P ANM's HS's PHN's, MPHEOs, MPHA's, MPHS's, (F) & (M), & CHO's Association</p> <p>Andhra Pradesh (104) Contract Employees Union (Chandranna Sanchara Chikicha),</p> <p>Govt. Institutions Trained Contract Multi-Purpose Health Asst. (Male) Employees Association</p> <p>MEDICAL EDUCATION DEPARTMENT</p> <p>AP Medico Social Workers Assn.</p> <p>AP Health Education & Media Officers Assn.</p> <p>Orthotic Technician Assn.</p> <p>Association of Clinical Biochemists</p> <p>Department of Community Medicine.</p> <p>AP Medical Library Staff Assn.</p> <p>Health Supervisors & Staff Nurses</p> <p>Dr. G. Ravi Kumar, MD, Joint Director, Nodal Officer to 11th PRC, IMS Dept.</p>	
--	---	--

Work Charged Employees	AP Irrigation, Roads & Buildings, Public Health, Panchayat Raj & Municipal Employees State Association, Amaravathi.	20 th March 2019
	AP Irrigation, R & B, P.R, R.W.S., Departments Maintenance & Project Establishment Employees Association, Amaravati	
	AP (PWD) Irrigation Employees Union, AP (High Ways) R&B Employees Union, AP (ZP) Panchayati raj Employees Union	
	Navya Andhra Pradesh State PR & RWS & S time scale employees Association, Guntur	
	Andhra Pradesh Irrigation Lascars Association	
	Andhra Pradesh Lascars & Work Inspector and Out Sourcing Lascars KC Canal Divisional & All Irrigations Association, Kurnool & Kadapa District	
	AP Projects & Constructions Employees & Mazdoor Union	
	NMR / Daily Wage / Consolidated Pay / Full Time/ Part Time / Time Scale Employees Joint Action Committee, Amaravati	
	Centre of Indian Trade Unions (CITU)	
	Irrigation Department NGO's Association, Andhra Pradesh, Amaravati	
AP Bhavan	AP Bhavan Employees Welfare & Cultural Association	
Common Category	AP State Typists & Stenographers' Association, State Body	22 nd March 2019
	AP State Typists & Stenographers' Association, Secretariat Unit, Amaravati	
	AP Government Vehicle Drivers Central Association	
	APPSC Newly Recruited Group-II Junior Assistant Employees Association	

Pensioners	State Government Pensioners Association, Amaravati	25 th March 2019
	State Government Pensioners Association, Tirupathi Unit, Chittoor District	
	State Government Pensioners Association, Satyavedu Unit, Annavaram	
	Bharat Pensioners' Samaj	
	State Government Pensioners Association, Kovvuru Unit	
	The Retired Employees Welfare Association, Chittoor	
	Andhra Pradesh Government Retired Employees Association Vijayawada	
	Andhra Pradesh Gazetted Officers' JAC	
Major Association	Andhra Pradesh Government Employees Association	
Major Association	AP JAC Amaravati (AP JAC of Employees, Teachers, Workers and Retired employees Association)	27 th March 2019
Major Association	Andhra Pradesh Non-Gazetted Officers' Association	28 th March 2019
	Joint Action Committee of Employees, Teachers, Workers and Pensioners, A.P	
Major Association	Andhra Pradesh Secretariat Employees Coordination Committee	29 th March 2019
	AP Secretariat Asst. Section Officers' Assn.	

Response to the Questionnaire/Representation to the Pay Revision Commissioner	
Sl. No.	Name of the Associations / Individuals
1	Sri Dharmana Krishna Das Hon'ble Minister for Roads and Buildings
2	Sri Devineni Uma Maheswara Rao Former Minister for Water Resources Management
3	Smt. Paritala Suntha Former Minister for WCD&SC, Women Empowerment SERP
4	Sri Kalva Srinivasulu Former Minister for Information and Public Relations, Rural Housing
5	Dr. A.S Rama Krishna, Hon'ble Member of Legislative Council, Teachers Constituency
6	Sri Vennapusa Gopal Reddy Hon'ble Member of Legislative Council, West Rayalaseema Graduates Constituency
7	Sri Katti Narasimha Reddy, Hon'ble Member of Legislative Council, Teachers Constituency
8	Sri Muddada Ravi Chandra, IAS Former Principal Secretary to Government (FAC)
9	Smt. A.R. Anuradha, IPS Former Principal Secretary to Government Home
AGRICULTURE DEPARTMENT	
10	AP Agricultural Extension Officers Assn.
11	AP Agricultural Statistical Officers & Staff Assn.
12	AP Co-operative Gazetted officers Assn.
13	AP Co-operative Services Assn.
14	AP Agricultural Officers Assn.
15	AP Agriculture Marketing Dept. employees Association.
16	Agricultural Marketing Dept. Outsourcing employees Assn.
17	AP State Horticulture Employees Services Assn.
18	AP Horticultural Officers Assn.
19	AP Agricultural Marketing Committee Securityguards Union.
20	Agricultural marketing committee employees Assn.
21	The Agricultural Market Committee state employees welfare Assn.

22	AP Sericulture Field Asst. Employees
	ANIMAL HUSBANDRY DEPARTMENT
23	Pashu Chikitsak mahasangh veterinary services assn.
24	AP Non Graduate Veterinarians Federation
25	AP Veterinary Livestock Officers Assn.
26	AP Animal Husbandry Officers service Assn.
27	AP Veterinary Assistant surgeons service Assn.
28	AP Animal Husbandry Ministerial Service Assn.
29	A.P. Fisheries Officers Association, Kakinada, East Godavari Dist.
30	A.P. Fisheries Development Officers Association, Vijayawada.
	AP LEGISLATURE SECRETARIAT
31	Sri M.H.H Prem Kumar, Technical Officer, AP Legislature Assembly.
32	Sri Y. Balakrishna Assistant Translator
	APPSC
33	Andhra Pradesh Public Service Commission Employees Association
34	APPSC Newly Recruited Group-II Junior Assistant Employees Association, Vijayawada.
35	Junior Accountants (APPSC)
	AP STATE ELECTION COMMISSION
36	Sri A.V. Satya Ramesh, Secretary (FAC) and others, Amaravathi.
	AP BHAVAN
37	AP Bhavan Employees Welfare & Cultural Association, New Delhi.
	DIRECTORATE OF ECONOMIC AND STATISTICS
38	AP Economics and Statistical Officers Association.
39	AP Economics and Statistical Subordinates Association.
	ENERGY DEPARTMENT
40	Inspector of Boilers and other Employees / Officers Association.
41	Electrical Inspectorate Employees Association
	ENVIRONMENT FOREST SCIENCE AND TECHNOLOGY
42	AP Junior forest officer's assn.
43	Forest range Officers assn.

44	AP Forest Services Assn., Amaravati
	FINANCE DEPARTMENT
45	AP Govt. Life Insurance Dept. NGOs State Assn.
46	AP Treasury Service Association
47	Pay & Accounts Office Employees Assn.
48	Sub Treasure Employee (Jogi Nayudu)
49	APSA NGOs
50	AP Divisional Accounts Officers(works) Assn.
51	AP Pay & Accounts Office (works Accounts) Employees Assn.
	GENERAL ADMINISTRATION DEPARTMENT
52	Information Engineers Associations
53	Anti Corruption Bureau
54	Information and Public relation department Officers/ Employees Association.
55	Kalava Srinivasulu Hon'ble Minister for Information & Public Relations and Rural Housing
	HOME DEPARTMENT
56	AP Police Officers Assn.
57	AP State Home guard welfare Assn.
58	AP State Police Constables
59	AP Police Dept.
60	AP Police Ministerial Staff Assn. Vijayawada
61	AP Police Reporters Assn.
62	Director General of Police
63	AP Prisons Dept. Guarding force Assn.
64	AP State Disaster Response & Fire Services Assn.
65	AP Fire Service Officers Assn.
66	Printing Dept., Kurnool
67	Printing Department
68	Sainik Welfare Dept.
69	Sainik welfare employees Assn.
70	AP Intelligence Department Employees Assn. (APIDEA)
71	Intelligence Department

HIGHER EDUCATION DEPARTMENT	
72	Association of AP Govt. Degree Colleges contract JKC Full time mentors, AP.
73	Sri Vennapusa Gopal Reddy Hon'ble Member of Legislative Council, West Rayalaseema Graduates Constituency
74	Govt. College Gazetted Teachers Association, AP
75	A.P Govt. Colleges time Scale Lecturers Association, Hyd.
76	RGU-IIIT Employees Assn.
HEALTH MEDICAL & FAMILY WELFARE DEPARTMENT	
77	AP Medical & Health statistical employees welfare assn.
78	Govt. Physiotherapists(Employees Welfare) Assn.
79	AP Physiotherapist's Assn.(DME)
80	Govt. Physiotherapists(Employees Welfare) Assn.
81	Medical & Health Department
82	AP Medical and Health Ministerial Services Assn.
83	AP State Contract Pharmacists and Lab- Technicians Assn.
84	AP Para Medical Ophthalmic officers assn.
85	Govt. General Hospital
86	AP Para Medical Employees Assn
87	AP Govt. Radiological Imaging Technologists' Assn.
88	AP Revised National T.B Control Programme, Contract employees union
89	AP Medical Employees Union
90	AP Pharmacists Assn.
91	Progressive MPHEO Assn.
92	L.D Computers (Statistics)Assn.(Medical & Health Dept.)
93	Graduate Multi purpose health extension officers & community health officers Assn.(GMCA)
94	AP Public health and medical employees union
95	AP Health and Medical Services Assn. (AP-HAMSA)
96	AP Health Employees Assn.(BHWS & SWS Assn.)
97	AP Public Health and others Depts. Assn.
98	AP Aarogyamithra Contract Employees Union
99	Chief Minister Aarogya kendrala contract employees union (UHC)
100	AP Govt. Doctors Assn.
101	Public Health & Medical Employees union

102	United Medical & Health Employees Union
103	The Government Graduate & Post Graduate Nurses Employees Association of CFW/DME/DH&FW
104	A.P Nursing Post-Graduates Association
105	A.P ANM's HS's PHN's, MPHEOs, MPHA's, MPHS's, (F) & (M), & CHO's Association
106	Andhra Pradesh (104) Contract Employees Union (Chandranna Sanchara Chikicha),
107	Govt. Institutions Trained Contract Multi-Purpose Health Asst. (Male) Employees Association
	MEDICAL EDUCATION DEPARTMENT
108	AP Medico Social Workers Assn
109	AP Health Education & Media Officers Assn.
110	Orthotic Technician Assn.
111	Association of Clinical Biochemists
112	Department of Community Medicine.
113	AP Medical Library Staff Assn.
114	Health Supervisors & Staff Nurses
115	Dr. G. Ravi Kumar, MD, Joint Director, Nodal Officer to 11th PRC, IMS Dept.
	DRUGS CONTROL ADMINISTRATIVE DEPARTMENT
116	Drugs Control Laboratory
117	Drugs control Administration
118	AP Drugs Inspectors Assn.
	AYURVEDIC, YOGA, HOMOEOPATHY & OTHER DEPTS.
119	AP Homoeopathic Teachers Assn.
120	AP Ayurvedic Medical Officers Assn.
121	AP Ayush Dept. Compounders Ass.
122	AP Municipal Medical Officers Assn.
123	Librarians of Ayush Department
124	AP Unani Medical Officers Assn.
	WATER RESOURCES (IRRIGATION) DEPARTMENT
125	Irrigation Department NGO's Association.
126	Irrigation Lock Superintendent Association.
127	Irrigation Conservancy Assistant Association.
128	Andhra Pradesh Irrigation Lascars Association.
129	AP Technical Officers Association, Amaravathi.

130	AP Assistant Executive Engineers Association, Amaravathi.
131	AP State of Diploma Engineers Association.
132	Ground Water and Water Audit Department Employees Association.
133	Sri C. Pothlulaiah, Assistant Geophysicist
134	Sri N. Perumalla Setty, Assistant Geophysicist
135	Sri R. Suvarna Kumar, Assistant Geophysicist
136	Sri K. Govardhan Reddy, Assistant Hydrologist
137	Sri P. Rajasekhar Reddy, Assistant Hydrogeologist
	INDUSTRIES AND COMMERCE DEPARTMENT
138	Engineering Graduate Industrial Promotion Officers Assn.
139	Mines and Geology Department
140	Technical Officers Association.
141	AP Sugarcane Inspectors Assn.
142	The Andhra Pradesh Handlooms and Textiles Department Employees Association, Ramakrishna Sarada Apartment, AP.
	LAW DEPARTMENT
143	AP State Judicial Employees Assn
144	AP Judicial Class IV Employees State Assn.
145	Public Prosecutors
146	Association of Public Prosecutors (CADRE)
	LEGAL METROLOGY (Civil Supply)
147	AP Legal Metrology Officers Association.
	LABOUR DEPARTMENT
148	AP State Asst. Labour Officers Association, Guntur.
149	Sri S. Prasad, Additional District Judge, (FAC) Chairman cum Presiding Officer, Industrial Tribunal cum Labour Court Ananthapuram.
	SKILL DEVELOPMENT DEPARTMENT
150	Andhra Pradesh ITI & DLTCs Staff Association (Employment & Training Department), Vijayawada.
151	Andhra Pradesh Gazetted Employment Officers Association, Vijayawada.
	MUNICIPAL ADMINISTRATION DEPARTMENT
152	The Andhra Pradesh Municipal Commissioners and other Officers Association, Gorantla, Guntur.
153	Andhra Pradesh Municipal Subordinate Service Association, Tenali, Guntur Dist.
154	Andhra Pradesh Municipal Corporations Employees Association.

155	The Andhra Pradesh Municipal Ministerial Employees Association, Amaravati, AP
156	The Vijayawada Municipal Corporation Medical Employees Association, Vijayawada.
157	Grater Visakhapatnam Municipal Corporation Ministerial Service Association, Visakhapatnam.
158	Grater Visakhapatnam Municipal Employees Union, Visakhapatnam.
159	Sri J.Appala Naidu, Municipal Commissioner, Mammidivaram, East Godavari
160	Sri. Bapiraju Municipal Commissioner, Amalapuram Municipality
161	Sri Nagendra Biyani, Municipal Commissioner, Selection Grade
162	Sri V. Ravi Kumar & Others, Work Inspectors, Vijayawada
163	AP Municipal Medical Officers Association, Vijayawada.
164	Sri B. Suneel Kumar, Assistant Engineer, Municipal Corporation, Vijayawada.
165	Sri K.V. Ramana (Suptd.) GVMC, Visakhapatnam.
166	Sri Ramesh Municipal Commissioner, Kakinada.
167	Urban Local bodies service employees Association, Vijayawada.
	PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT
168	AP Panchayat Raj Ministerial Employees Assn.
169	AP Panchayat Secretaries Union
170	AP Extension Officer (PR&RD)s Assn
171	Navya Andhra Pradesh State PR &RWS & S TIME scale employee Assn.
172	AP Panchayati Raj Engineers Assn.
173	AP Panchayati Raj Site Engineers Assn.
174	Panchayati raj Superintendents Assn.
175	AP Panchayat raj & Rural Development service Assn.
176	AP DPOs & DLPOs Assn.(Panchayati wing)
177	RWS&S Sub Division, Repalle
178	P.R and all Departments Assn.
179	Association of Asst. Executive Engineers.
180	AP Panchayati Raj Engineers Assn.
181	Panchayati Secretary (Grade 4)
182	AP State District Panchayati employees Assn.
	LAND ADMINISTRATION DEPARTMENT
183	AP Revenue Services Assn.

184	AP Direct Recruitment VROs Assn.
185	AP Village Revenue Officers Association
186	Village Revenue Officer (K. Ramanamurthy)
	REISTRATION AND STAMPS DEPARTMENT
187	The Andhra Pradesh Sub Registrar Association, Guntur.
188	AP District Registrars Association, Amaravati.
	COMMERCIAL TAX DEPARTMENT
189	AP Commercial Taxes Gazetted Officers Assn.
190	AP Commercial Taxes Non- Gazetted Officers Assn.
191	Commercial Taxes Dept. Contingent Employee Association.
	SURVEY SETTLEMENT AND LAND RECORDS
192	AP Survey Employees Assn.
193	Deputy Inspector of survey employees Assn.
	PROHIBITION & EXCISE DEPARTMENT
194	AP Proh. & Excise Gazetted officers Assn.
195	AP Proh. & Excise Executive officers Assn.
196	AP Proh. & Excise Constables and Head constables Assn.
197	Prohibition and Excise Outsourcing Employees Association.
	ENDOWMENTS DEPARTMENT
198	Association of Non Gazetted Executive officers of Endowments Department.
199	AP Endowments mofussil employees assn.
200	AP Endowment Executive Officers Association.
	TRANSPORT DEPARTMENT
201	AP Transport Gazetted Officers Assn.
202	AP Transport Department (Non-Technical) Employees Assn.
203	Association of Transport Department Technical Officers
204	AP Transport Officers Assn.
205	(B.V. Murali Krishna) Motor Vehicles Inspector
206	AP.Govt Vehicles Drivers Central assn.
207	Sri. G.V Raghavarao, SE (M) and Sri. M.S N Benarji, PA to DOSP, Kakinada.
	SCHOOL EDUCATION DEPARTMENT
208	Minority Teachers Assn. (MTA)
209	AP Education Dept. Contract employees Assn.

210	Progressive state Teachers Union
211	Govt Residential Employees and Teachers Assn Front. AP
212	Telugunadu Upadhyaya Sangham
213	AP Cluster Resource Person Welfare Assn.
214	AP Govt. Polytechnic Technical Staff Assn.
215	AP NGOs Assn.(Director of Govt. Examinations office cell)
216	Telugunadu Teachers Association
217	A.P.T.D Non-Technical Officers Assn.
218	APUS (AP Upadhyaya Sangham)
219	JAC of State Govt. Contract & Out sourcing Employees, Teachers & Workers
220	AP JAC Amaravati (Teachers, workers, Retired employees) Assn.
221	Director of Government Examination
222	Rastiya Upadhyaya Pandith Parisath AP(RUPPAP)
223	School Education Vocational Instructors Assn.
224	AP Teachers Guild
225	AP Sarva Shiksha Abiyan Mis Co-Ordinators Welfare Assn.
226	AP Adult Education employees Assn.
227	Govt. Junior College Librarians Association
228	AP State District Library Employees Assn.
229	AP Rashtra Zilla Grandhalaya Samastha's employees Assn.
230	AP Teachers Federation
231	AP United Teachers Federation
232	Municipal Teachers Federation of AP
233	AP Teachers Educators Assn.
234	Democratic Teachers Federation
235	Government Junior Colleges, (Intermediate, vocational education)
236	AP Contract Lecturers JAC
237	AP Model Schools Principals & Teachers Assn
238	Progressive Recognized Teachers Union.
239	Secondary Grade Teachers Federation
240	State Teachers Union
241	AP Teachers Federation

242	AP Pradhanopadhya Sangham.
243	Sri S. Siddaiah Deputy Director, Adult Education Department.
244	DSC 2003 Teachers Forum
245	Rastra Jateeya Upadhyaya Parishath.
246	Sri Srikumar, School Assistant, ZPHS, Srikakulam.
247	Sri Govinda Rao Anattala
	INTERMEDIATE EDUCATION DEPARTMENT
248	Govt. Jr College Physical 8Directors Assn.
249	AP Govt. Junior Colleges Contract Lecturers Association.
250	AP State vocational Junior lecturers(M.T.S) Association
251	Intermediate Vocational Senior Instructors (Minimum Time Scale) Assn.
252	AP Vocational Lab Assistants(MTS) Assn
253	Government Junior Lecturers Assn.
254	Government Junior Colleges principals Assn
255	AP Aided Colleges Part time/Temporary/Un-Aided lecturers Assn.
256	Vocational Lab Attenders Assn.(Intermediate Education)
257	State Vocational Part-time Junior Lecturers Assn.(Intermediate Education)
	SOCIAL WELFARE DEPARTMENT
258	Social Welfare Dept.(APSWREIS)
259	AP Social Welfare Dept. Ministerial Staff Association.
260	Welfare of Disabled & Sr. Citizens NGOs Employees Association.
261	BC Welfare Hostel D.W.W Employee Association.
262	AP State SC,ST,BC Hostel Welfare Officers Joint action committee
263	Joint Action committee (JAC) A.P.S.W.R.E.I. Society
264	AP state Assistant B.C Welfare officers Association.
	SECRETARIAT
265	AP Secretariat Assn.
266	AP Secretariat Assistant Section Officers Assn.
267	AP State Typists & Stenographers Assn.
268	AP State Typists & Stenographers Assn.
269	AP Secretariat outsourcing employees Assn.

	TRIBAL WELFARE DEPARTMENT
270	Tribal Residential Educational institutions outsourcing teachers Assn.
	WOMEN AND CHILD WELFARE DEPARTMENT
271	ICDS Supervisors & Eos (W&CW) Association
272	AP employees of women development and child welfare dept. Assn.
273	National Federation of the Blind-India
274	National Federation of the Blind-India
275	National Federation of the Blind-India , Kadapa
276	Visually challenged employees Association.
277	Differently abled employees Association.
278	Karunya Disabled and Orphans welfare and empowerment society
279	AP Juvenile welfare Dept. Officers Association.
280	AP Hearing Handicapped Employees' Association.
	YOUTH ADVANCEMENT DEPARTMENT
281	Archaeology and Museums employees Association.
282	AP State Govt. NCC Employees Association.
283	Archaeology and Museums Department
284	Sri B.Parasuramudu, Keeper of Estampages
	COMMON CATEGORY EMPLOYEES
285	Common category Employees
	Joint Action Committees / CO-Ordination Committees
286	Andhra Pradesh Gazetted Officers JAC.
287	AP JAC Amaravati (Teachers, workers, Retired employees) Assn.
288	Joint Action Committee of Employees, Teachers Workers and Pensioners.
289	AP Secretariat Employees Coordination Committee.
290	Joint Action Committee, NMR/Daily Wage/Consolidated/Time Scale/Full Time/Part Time Employees Assn.
291	AP Non Gazetted Officers Association.
292	AP Non Technical Personal Assistants (Gazetted) Assn.
293	ALL Govt. class IV Employees Central Assn.
294	AP Contributory Pension Scheme Employees Assn
295	Non Gazetted Officers Association(State)
	WORK CHARGED /MTM/OUTSOURCING

296	AP Irrigation, Roads & Buildings, Public Health, Panchayat Raj & Municipal Employees State Association, Amaravati.
297	AP Irrigation, R & B, P.R, R.W.S., Departments Maintenance & Project Establishment Employees Association, Amaravati
298	AP (PWD) Irrigation Employees Union, AP (High Ways) R&B Employees Union, AP (ZP) Panchayatraj Employees Union, Tenali.
299	Navya Andhra Pradesh State PR & RWS & S time scale employees Association, Guntur
300	Andhra Pradesh Laskars & Work Inspector and Out Sourcing Lascars KC Canal Divisional & All Irrigations Association, Kurnool & Kadapa District
301	AP Projects & Constructions Employees & Mazdoor Union, Amaravati.
302	NMR / Daily Wage / Consolidated Pay / Full Time / Part Time / Time Scale Employees Joint Action Committee, Amaravathi
303	Centre of Indian Trade Unions (CITU), Vijayawada.
304	Minimum Time Scale Employees Association, Amaravati.
	HIGH COURT OF ANDHRA PRADESH
305	Court Masters and Personal Secretaries to Hon'ble Judges and Registrars
	PENSIONERS
306	State Government Pensioners Association, Amaravati
307	State Government Pensioners Association, Tirupathi Unit, Chittoor District
308	State Government Pensioners Association, Satyavedu Unit, Annavaram
309	Bharat Pensioners' Samaj, New Delhi.
310	State Government Pensioners Association, Kovvuru Unit
311	The Retired Employees Welfare Association, Chittoor
312	Andhra Pradesh Government Retired Employees Association, Vijayawada
313	APCPS Employees Association, Amaravati.
314	A Jagannadha Rao (Retd. Army)
315	Public Sector undertaking (Drawing prorated pension from Govt.)

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – Revision of Pay Scales -Interim Relief Pending Revision of Scales of Pay - Sanctioned - Orders-Issued.

FINANCE (PC and TA) DEPARTMENT

G.O.Ms.No.60

Dated: 06 -07 -2019.

Read the following:

1. G.O.Ms.No.75, GA (SC.A) Department, dated 28.05.2018.
2. G.O.Ms No 21 Finance (PC&TA) Department dated 18.02.2019.

ORDER:

In the reference 1st read above, the State Government has constituted the 11th Pay Revision Commission (PRC), which is currently seized of the matters relating to the pay and allied matters of the State Government employees. Subsequently, the service associations have requested for sanction of Interim Relief (IR) pending final decision on the recommendations of the 11th PRC.

2. The Government, after careful examination of the representations of the service associations have decided to sanction Interim Relief at the rate of (27) % of the basic pay in supersession of the orders issued in the reference second read above. Accordingly, Government hereby sanction Interim Relief pending the recommendations of the PRC to all Government Employees, including the employees of the Local Bodies (PR and ULBs) and the Government Institutions receiving Grants-in-Aid from the Government, and Work Charged Employees and Full-Time Contingent Employees who are currently drawing pay in the Revised Scales, 2015.

3. Accordingly, the following orders are issued:

- a. Interim Relief will be paid at the rate of (27) % of the basic pay with monetary benefit from 1st July, 2019. The Interim Relief is admissible on Basic Pay as defined under FR 9(21) (a)(i).
- b. The Interim Relief sanctioned above shall be shown as a distinct element of remuneration which shall be adjusted against any benefit that may accrue to the employees on account of revision of scales of pay and other allowances as a result of Government's decision on the Report of the Pay Revision Commissioner.
- c) The Interim Relief shall be applicable to all Government Employees, including the Employees of the Local Bodies (PR and ULBs) and the Government institutions receiving Grants-in-Aid and Work Charged Employees and Full-Time Contingent Employees who are currently drawing pay in the Revised Scales, 2015.

- d) The Interim Relief will not be admissible to the Officers of the Andhra Pradesh State Higher Judicial Service, the Andhra Pradesh State Judicial Service, All India Service Officers (AIS) and those drawing salaries on UGC / AICTE / ICAR / Government of India Scales, contract staff, and staff of Societies, Autonomous Institutions, Public Sector Undertakings and all those not covered under categories mentioned at 'Para-3 c' above. The Interim Relief will also not be admissible to the Part Time Contingent Establishment.
- e) The payment on account of Interim Relief involving fractions of fifty paise and above shall be rounded off on the next rupee and fraction of less than fifty paise shall be ignored.
- f) The Interim Relief sanctioned above shall not count for computation of Dearness Allowance, House Rent Allowance, City Compensatory Allowance or any other Allowances, Encashment of leave, Pay Fixation, Pension or Gratuity, etc.,
- g) The expenditure on sanction of Interim Relief shall be debited to the detailed Head "010.Salaries – 015. Interim Relief" under respective Major, Minor and Sub heads of Account.

4. All the Departments of Secretariat and Heads of Departments are requested to take prompt steps to provide additional funds under the relevant Heads of Account.

5. The G.O. is available on Internet and can be accessed at the address <http://goir@ap.gov.in> & <http://www.apfinance.gov.in>.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

SHAMSHER SINGH RAWAT
PRINCIPAL SECRETARY TO GOVERNMENT

To

The P.S to Chief Secretary to Government, Andhra Pradesh. Velagapudi.

All Special Chief Secretaries / Principal Secretaries / Secretaries to Government,

The Principal Secretary / Secretary to the Chief Minister and Private Secretaries to all Ministers.

The Principal Secretary to Governor of Andhra Pradesh, Hyderabad.

All Heads of Departments,

All District Collectors, All

District Judges,

The Principal Accountant General (A&E), Andhra Pradesh,

The Principal Accountant General (Audit), Andhra Pradesh.

The Registrar General, High Court of Andhra Pradesh, at Vijayawada (with a covering letter)

The Director of Treasuries & Accounts, AP, Ibrahimpatnam.

The Director of State Audit, A.P., Ibrahimpatnam.

The Pay & Accounts Officer, A.P., Ibrahimpatnam.

The Director of Works Accounts, A.P., Ibrahimpatnam.

The Registrar, A.P. Administrative Tribunal, Hyderabad.

All the Joint Directors of Works Projects.
All the District Treasury Officers.
All the Chief Executive Officers of all Zilla Parishads.
All the Commissioners/Special Officers of the Municipalities/Corporations.
The Pay Revision Commissioner, Andhra Pradesh.
The Secretary, AP Public Service Commission. The General
Administration (Cabinet) Department.
Copy to all Recognized Service Associations in A.P.
S.F./S.Cs.

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Pension –Sanction of Interim Relief at the rate of (27) % of the Basic Pension w.e.f. 01.07.2019 to the Pensioners – Sanctioned – Orders– Issued.

FINANCE (HR-3-PENSION-I) DEPARTMENT

G.O.MS.No.61

Dated: 18-07-2019
Read the following:

1. G.O.MS.No.51, Finance (Pen.I) Department, dated 08.05.2015.
2. G.O.Ms.No.75, GA (SC.A) Department, dated 28.05.2018.
3. G.O. MS.No.11, Finance (Pen.I) Department, dated. 09.01.2014.
4. G.O.Ms. No.21, Finance (PC-TA) Department, dated 18.02.2019.
5. G.O.Ms.No.30, Finance (HR.III-Pen.I) Department, dt.21.02.2019.
6. G.O.Ms.No.60, Finance (PC-TA) Department, dated 06.07.2019.

ORDER:

In the G.O 2nd read above, orders were issued appointing the 11th Pay Revision Commission (PRC) & also laying down the terms of reference of the 11th Pay Revision Commission. The Review of existing pension structure is also one of the terms of reference of the Pay Revision Commission.

2. Pending recommendations of the Pay Revision Commissioner, in the G.O.6th read above, Government have issued orders sanctioning Interim Relief to all Government Employees, including the employees of the Local Bodies (PR & ULBs) and the Institutions receiving Grants-in-Aid from the Government, who are drawing pay in Revised PayScales, 2015 at the rate of (27)% of the basic pay with monetary benefit from 1stJuly 2019 in supersession of the orders issued in the reference 4th read above subject to terms and conditions laid down therein.

3. As, the review of existing pension structure is also one of the terms of reference of the Pay Revision Commission, Government has considered it appropriate to sanction Interim Relief to the Pensioners also pending recommendations of the Pay Revision Commission in this regard.

4. Accordingly, Government hereby sanctioned Interim Relief at the rate of (27)% of the Basic Pension with monetary benefit from 1stJuly 2019, in supersession of the orders issued in the reference 5th read above to all Government Pensioners/Family Pensioners including the pensioners of the Local Bodies (PR & ULBs), the Institutions receiving Grants-in-Aid from the Government, Work Charged Establishment and erstwhile Full-Time contingent employees, who are currently drawing pension in the Revised Scales of Pay 2015 subject to the following terms and conditions:

- (a) Interim Relief shall be shown as a separate element. No Dearness Relief on this element shall be admissible. Interim Relief involving a fraction of rupee will be rounded off to the next higher rupee.

- (b) The Interim Relief sanctioned shall be fully adjusted against and included in the package, which may become admissible to the Pensioner/ Family Pensioner as a result of Government decision on the final report of the Pay Revision Commissioner.
5. The Interim Relief ordered above shall apply to:
- (a) (i) those who retired from service after 01.07.2013 drawing pay in the Revised Pay Scales, 2015;
- (ii) those who retired prior to 01.7.2013 and whose pension was consolidated in the light of orders issued in the G.O. 1st read above;
- (b) Jagir and Estate Pensioners and
- (c) Service Pensioners or Family Pensioners in respect of the categories mentioned at para 3(c) of the GO 6th read above and who are governed by A.P. Revised Pension Rules, 1980.
6. These orders are not applicable to:
- (i) The pensioners who retired while drawing UGC /AICTE and ICAR Scales.
- (ii) Financial Assistance grantees who are not getting Dearness Relief.
- (iii) Pensioners/Family Pensioners of the members of the A.P. State Higher Judicial Service and A.P. State Judicial Service.
- (iv) Pensioners/Family Pensioners whose pension was consolidated in the light of the orders issued vide G.O. Ms. No.54, Higher Education (UD.II) Department, Dated 08.06.2011, G.O. (P) No.95 Finance (Pension.I) Department, Dated 01.08.2010 and G.O.Ms. No.31, Higher Education (UE.II) Department, dated 24.05.2013
7. The term pension for the purpose of calculation of above Interim Relief:
- (i) Pension/ Family Pension in case of pre 1.7.2013 retirees and where Family Pension was sanctioned prior to 1.7.2013 means the consolidated pension or consolidated Family Pension in terms of G.O 1st read above.
- (ii) In the case of pensioners who retire from service on or after 1.7.2013 or where family pension is sanctioned for the first time on or after 1.7.2013, Pension/ Family Pension means the Basic Pension/ Basic Family Pension as the case may be.
8. In case of pensioners in receipt of more than one pension, the Interim Relief shall be calculated on both the pensions.
9. If any pensioner is re-employed/ employed under the State or Central Government or any Public Enterprise or Autonomous Body under the control of State or Central Government, he/she shall not be eligible to draw Interim Relief on Pension/Family Pension during the period of such re-employment/employment.

10. All the Treasury Officers/ Pension Payment Officers shall work out and make payments of Interim Relief on pension sanctioned in this order without waiting for further authorization/ instructions from the Accountant General (A&E), A.P., Hyderabad / Vijayawada in terms of the orders issued in G.O.(P) No.270, Finance & Planning (FW: PSC.I) Department, dated 7.10.1986.

11. The expenditure is allocable among the various States in accordance with provisions of Rule 24 of the incidence of pension rules in Appendix – III-B of the Andhra Pradesh Accounts Code, Volume-I.

12. The G.O.is available on Internet and can be accessed at the address “<http://www.goir.ap.gov.in>” and <http://www.apfinance.gov.in>.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

SHAMSHER SINGH RAWAT
PRINCIPAL SECRETARY TO GOVERNMENT

To

All Special Chief Secretaries / Principle Secretaries / Secretaries to Government.

All Departments of Secretariat.

All Heads of Departments.

The Secretary to Governor, Raj Bhavan, Hyderabad.(with a covering letter)

All the Collectors.

The Registrars of all Universities in the State.

The Registrar General, High Court of Andhra Pradesh, Hyderabad (with a covering letter) The

Registrar Lokayukta and Upa Lokayukta, A.P. Hyderabad (with a covering letter).

The Registrar, A.P. Administrative Tribunal, Hyderabad. (with a covering letter)

The Secretary, Andhra Pradesh Public Service Commission, Vijayawada. (with a covering letter)

All the District Judges.

The Principal Accountant General, A.P. Hyderabad. (with a covering letter)

The Accountant General (A&E) A.P. Hyderabad.

The Accountant General (Audit. I) A.P. Hyderabad.

The Accountant General (Audit.II) A.P. Hyderabad.

The Accountant General of other states given below through A.G., A.P. Hyderabad

The Accountant General, Tamilnadu, Chennai.

The Accountant General, Maharastra, Mumbai.

The Accountant General, Gujarat.

The Accountant General (A&E) Kerala, P.N.No.5607, Tiruvananthapuram - 695 039.

The Accountant General (A&E) Karnataka, Bangalore.

The Accountant General (A&E), U.P., Allahabad.

The Accountant General (A&E), Haryana, Chandighar.

The Accountant General (A&E), Punjab, Chandighar.

The Accountant General (A&E), Rajasthan, Jaipur.

The Accountant General (A&E), Assam, Dispur.

The Accountant General (A&E), Bihar, Patna.

The Accountant General, Orissa, Bhubaneswar.

The Accountant General, (A&E-II), Madhya Pradesh, Gwalior.

The Accountant Officer (Pen. Co-Ordination), O/o the Principal Accountant General (A&E) Calcutta, West Bengal.

The Secretary to Government, Finance Department, Secretariat, Chennai, Tamilnadu.

The Secretary to Government, Finance Department, Secretariat, Trivendram, Kerala.

The Secretary to Government, Finance Department, Secretariat, Bhubaneswar, Orissa.

The Public Accounts Officer, Treasury, Pondichery.

The Director of Treasuries and Accounts, A.P. Ibrahimpatnam.

The Director of State Audit, A.P. Ibrahimpatnam.
The Director of Works and Projects, Ibrahimpatnam.
The Pay and Accounts Officer, Ibrahimpatnam.
All the District Treasury Officers.
The Chairman, Tribunal for Disciplinary Proceedings, Hyderabad.
All the Pensioners Associations.
SF/SCs



**SUPPLEMENTAL REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
ON
PUBLIC TRANSPORT DEPARTMENT
Volume-VI**



**ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner**



**SUPPLEMENTAL REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
ON
PUBLIC TRANSPORT DEPARTMENT
Volume-VI**

**ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner**

Table of Contents

Sl. No.	Chapter	Page No.
i.	Executive Summary	i
1.	Introduction	1
2.	History of Evolution of APSRTC	3
3.	Organizational Structure and Administrative Hierarchy	5
4.	Staffing Pattern	9
5.	Past Revisions of Pay Scales in APSRTC	13
6.	Assignment of RPS-2018 to PTD employees	15
7.	Method of Pay Fixation in RPS-2018	61
8.	Allowances, Special Pay, Perquisites and Incentives	68
9.	Protection of Emoluments	93
10.	Automatic Advancement Scheme for PTD Employees	94
11.	Other Service Benefits	96
12.	Pensionary/Retirement Benefits	97
13.	Financial Implications	100
14.	Annexure-I: Pay Scales assigned to various categories in Public Transport Department	101
15.	Annexure-II: G.O.Rt.No. 566 GA(SC.A) Dept. dated 17-03-2020- ToR for 11 th PRC relating to PTD	105
16.	Annexure-III: List of Responses and Representations received	107
16.	Annexure-IV: Schedule of Meetings with PTD Employees' Associations/ Unions	108

EXECUTIVE SUMMARY

1. Pay Scale:

The Commission is of the view that a proper and full integration of the former APSRTC employees in the Government service, on their absorption in PTD with effect from 01-01-2020, presupposes that they have uniform pay structure and pay scales with that of the other Government employees. Accordingly, the Commission recommends that the Revised Master Scale comprising of 32 Grades and 83 stages, suggested by us in Vol-I of this Report, be made applicable to the PTD employees also.

2. Assignment of equivalent Government Pay Scales:

Each category of PTD employee has been assigned a corresponding pay scale in RPS-2018. The Commission has also recommended that the employees drawing the 9 or 18 year Stagnation Grade pay scales in the APSRTC may be assigned the Special Grade Post Pay Scale and Special Promotion Post Scale I-B/ Special Adhoc Promotion Post Scale I-B (under the Automatic Advancement Scheme-AAS) corresponding to the RPS-2018 scale assigned by this Commission against the basic post held by the employee in APSRTC RPS-2017.

3. Principle of pay fixation in RPS-2018 with effect from 01-01-2020:

The Commission has recommended that the pay fixation of the PTD employees, who were in service prior to 01-07-2018, be done in a two-step process i.e. first by fixing the pay notionally in RPS-2018 as on 01-07-2018 and then by re-fixing the pay in RPS-2018 as on 01-01-2020. For the first step the Commission has recommended a fitment benefit of 1.6% % on the Basic Pay as on 01-07-2018 in the APSRTC RPS-2017. A prescription has also been made in respect of pay fixation of employees who have joined duty in the APSRTC between 01-07-2018 and 01-01-2020.

4. Dearness Allowance:

We have recommended that the Dearness Allowance (D.A.) with effect from 01-01-2020 (date of absorption) shall be the same as the Dearness Allowance fixed by the State Government for all its employees following the prescription in Chapter-7 of Vol-I of our Report.

5. House Rent Allowance (HRA):

The same rates of HRA, as already recommended for the State Government employees in Chapter-7 of Vol-I, are recommended for application to the PTD employees also with effect from 01-01-2020. In addition, we have recommended that PTD employees, whose work stations have been fixed at Hyderabad, Bengaluru and Chennai, shall also be eligible to draw HRA @ 30% of Basic Pay subject to a maximum of ₹.26,000/- per month.

6. City Compensatory Allowance (CCA):

The Commission has recommended for the PTD employees the same rates of CCA as those recommended for the other State Government employees stationed in different Municipal Corporation areas. Separates rates have also been indicated for the PTD employees head quartered in Hyderabad, Bengaluru and Chennai Municipal Corporations.

7. Other Allowances, Special Pay, Perquisites and Incentives

The other Allowances, Special Pay, Perquisites and Incentives etc. have been rationalised after examining the rationale for extending such benefits.

8. Protection of total emoluments of PTD employees

In case, for any PTD employee the grosstotal emoluments (sum total of Pay and Allowances), as fixed on 01-01-2020 in the RPS-2018, falls short of his/her total emoluments in the existing APSRTC scale, such shortfall may be treated as Personal Pay to be absorbed in future increases in pay and allowances.

9. Automatic Advancement Scheme (AAS):

The Commission recommends that the PTD employees may be extended the benefits of AAS, in lieu of the existing Stagnation Grade Scale Scheme of APSRTC, in the following manner:

- (a) The benefit of AAS Scales may be given on absorption into Government Service i.e. 01-01-2020, on satisfying the eligibility conditions and following the guidelines stipulated under the Scheme;
- (b) As in the case of other Government employees, the benefit of Automatic Advancement Scheme may be allowed up to and inclusive of Grade25 (₹.76730-162780) in the revised scales;
- (c) The total qualifying service in any category put in by a PTD employee i.e., including the APSRTC service prior to 01-01-2020 and Government service from 01-01-2020, may be counted towards determining eligibility for AAS Scales.

10. Other Service Benefits

All service benefits including leave benefits, advances, medical facilities and special benefits for Differently Abled Employees, Compassionate Appointment Scheme, Insurance Coverage under APGLI/GIS etc, which are available to the other Government employees, may be made applicable to the PTD employees also with effect from 01-01-2020 (date of absorption). Similarly, the past regular service rendered in the APSRTC should be counted for all purposes on absorption in the Government.

11. Pensionary Benefits:

We recommend that the PTD employees, absorbed in Government service on 01-01-2020, be given an option to either continue with EPS-95 or join the CPS. The PTD employees, who opt for CPS, will automatically be covered under the DCRG Scheme applicable to the other Government employees. In case, however, they opt to continue under EPS-95, they may be allowed get the benefit under the APSRTC Gratuity formula as before.

12. Other Retirement Benefits

It is recommended that the PTD employees, who are absorbed into Government service on 01-01-2020, should be entitled, after their retirement, to the following other benefits on par with other Government employees:

- a) Encashment of accumulated Earned Leave
- b) Coverage under EHS
- c) Death Relief
- d) Medical Allowance
- e) Benefits applicable on voluntary retirement/retirement on medical grounds

13. Financial Implication:

The net additional financial impact of our recommendations is expected to be of the order of ₹.225-250 Crore per annum.

CHAPTER-1 INTRODUCTION

01.01. The Government of Andhra Pradesh constituted the 11th Pay Revision Commission by issuing G.O.Ms.No.75, General Administration(SC.A)Department, dated: 28.5.2018. In the said Government Order specific Terms of Reference (ToR) were set out for the Commission. One of these ToRs was “(for the PRC) to give its recommendations on any other matter referred to it by the State Government during the tenure of its office.” Subsequently, on 17th March, 2020, Government have issued orders in G.O. Rt. No. 566 General Administration (SC.A) Dept. referring the matter of study of the pay structure and other service matters of Public Transport Department (PTD) employees (formerly APSTRC) to the 11th Pay Revision Commission for its recommendations. While doing so the Government decided to fix the following fresh Terms of References for the Commission:

- (a) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of Public Transport Department which have a financial bearing taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;
- (b) To examine as to what extent the existing DA may be merged in pay and to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales;
- (c) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make recommendations in this regard;
- (d) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed desirable with regard to their rates, terms and other conditions which should govern them in future;
- (e) To examine and review the existing pension structure for pensioners and make recommendations which may be desirable and feasible;
- (f) In formulating its recommendations the Commission may take into account the overall financial position of the State.

01.02. The Commission has accordingly called for the required information in Proformas I, II, II and IV relating to the organisational structure, pay scales assigned from

time to time, details of Special Pays and Allowances and methods of appointment etc. in respect of various categories of employees of the Public Transport Department (former APSRTC). It also issued a Press note on 18-03-2020 soliciting the views/ suggestions and aspirations of the Employees' Associations/ Unions/ Individual employees to be submitted to the Commission by 06-04-2020. Unfortunately, almost immediately thereafter, due to the increasing menace of the spreading Corona virus infection, the national Government announced country-wide lockdown from 25th March, 2020 which resulted in massive disruption to normal activities, including organising large assemblies. Social Distancing, as a rudimentary precautionary measure against virus infection, was advocated by the Government in a big way. Citing this, the Public Transport Department (PTD) Employees' Associations requested the Commission for extension of time up to 10 days after lifting of the lockdown, for submission of their representations/ suggestions. Accordingly the Commission extended the time limit for submission of grievances up to 30-05-2020. The Commission also sent a Questionnaire covering various aspects of the 'Terms of Reference' to the Service Associations/ Unions and Departmental authorities soliciting their views and suggestions. The Commission is immensely grateful to Sri K. Jaya Sankar, Personnel Officer, PTD, who was appointed as the Liaison Officer, for submitting all the information required by the Commission with utmost expedition.

01.03. In view of the large scale prevalence of Covid-19 the Commission held virtual video meetings with various Associations of employees belonging to the PTD on 21st, 22nd and 23rd July, 2020 and received their valuable suggestions. These inputs were considered very carefully by us while firming up our views on the ToR.

01.04. This part of the Report of the Commission is exclusive to the employees of the Public Transport Department and is being submitted as a supplement to the main Report in Volumes I-V, which pertain to the employees of all the other Government Departments. We also intend to make it clear that in accordance with the ToR given to this PRC, all our recommendations herein are meant only for the former regular employees of APSRTC who were absorbed in the Government service (PTD) with effect from 01-01-2020.

CHAPTER-2

BRIEF HISTORY OF EVOLUTION OF APSRTC

02.01. The Andhra Pradesh State Road Transport Corporation (APSRTC) was formed under the Road Transport Act, 1950 through G.O. Ms. No. 36, Home (Transport-IV) Department dated 06-01-1958. Initially a fleet of 27 buses of the erstwhile Nizam State Railways and Road Transport Department (NSRTD) was taken over by the Corporation at the time of formation. A contributory capital of ₹.201.27 Cr. Was made available by the Government of India (₹.61.07 Cr) and Government of Andhra Pradesh (₹.140.20 Cr), approximately in the ratio of 31:69. The Corporation was mandated to provide safe, reliable, punctual and comfortable public transport services at economical fares.

02.02. As mandated in Chapter 4 of the Motor Vehicles Act, 1988, the Corporation went about nationalizing the transport services in the Andhra, Rayalaseema and Telangana Regions in the undivided Andhra Pradesh State and became the world's largest passenger transport operator with a fleet of 22,459 buses and found a prestigious place in the Guinness Book of world records.

02.03. The Corporation received 26 awards at the national level for fuel efficiency in a span of 22 years between 1983 and 2004. Over the years it also received 36 awards in different categories from the Association of State Road Transport Undertakings (ASRTU)

02.04. With the bifurcation of the State of Andhra Pradesh into residuary Andhra Pradesh with 13 districts and Telangana State consisting of 10 districts, the erstwhile APSRTC was also divided into the Andhra Pradesh State Road Transport Corporation (APSRTC) and Telangana State Road Transport Corporation (TSRTC) with effect from 2nd June, 2014. Some of the movable and immovable assets have been allocated to the two Corporations basing on their geographical locations whereas some common assets are yet to be divided. The staff of the erstwhile Corporation have been divided between the two separate entities in the stipulated ratio, based on the 'local status' of individual employees.

02.05. Post-bifurcation, APSRTC has a fleet of 12,027 buses operating from 108 major and 311 minor bus stations. It provides public transport to 14,123 villages (81% of all villages in AP). Owing to its well-established preventive maintenance practices the Corporation holds the lowest accident rate of 0.08 per one lakh km and lowest break-down rate of 0.04 per 10,000 km. Continuing its pre-bifurcation record the Corporation has been receiving awards from the ASRTU (Association of State Road Transport Undertakings) in different categories. The buses run by the Corporation had an occupancy ratio of 78 percent, covering over 43.20 lakh kms and carrying 62 lakh passengers for the year 2018-19. The gross revenue of the Corporation has been steadily growing over the years, the figure for 2018-19 being ₹.5,996 Crore, an increase of over 7% over the previous year.

02.06. Despite the good operational performance, the Corporation's finances have taken a beating in the last few years. The main reasons for the poor financial performance are two-fold. Firstly, the steep rise in the cost of fuel (diesel) due to withdrawal of subsidy by the GoI has not been passed on to the passengers through commensurate increase in

bus fares and secondly, the frequent upward revisions in staff wages (in 2013 and again in 2017) have pushed up administrative costs by nearly ₹.1,300 Cr. per annum. In order to mitigate the impact to some extent the Corporation has effected a staff rationalisation exercise. However, notwithstanding this, arrears of wages payable to the employees have mounted to ₹.1750 Cr. On the operational side, in 2018-19 the cost stood at ₹.44.72 per km whereas the revenue earned was ₹.38.19 per km, thus leaving a deficit of ₹. 6.53 per km. Currently, the Corporation has outstanding liabilities to the tune of about ₹.7000 Cr. and it has been incurring losses @ ₹.100 Cr every month. In order to meet the revenue deficit the Corporation has been borrowing from financial institutions resulting in cumulative debt of ₹.3450 Cr. with an interest servicing burden of about ₹. 320 cr. per annum.

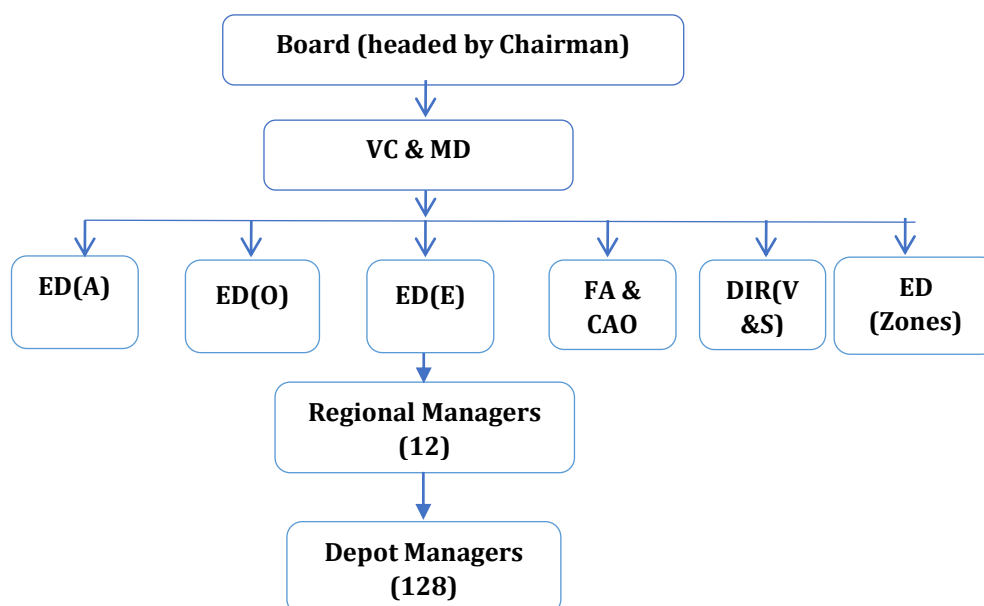
Absorption of APSRTC employees into Government

02.07. The continuing strain on the Corporation's finances resulted in a sense of insecurity in the minds of the employees and they demanded for their absorption into Government. The Government, in turn, viewed this request of the employees sympathetically and constituted an Expert Committee vide GO Ms. No 29 dated 14-06-2019 of TR&B (Tr-II) Department to submit a comprehensive report on several issues including inter alia the modalities for the merger, the implications relating to this decision and ways to address the arising issues. The said Committee submitted its report to the Government on 3rd September, 2019 suggesting two options, of which the first was for creation of a separate Government Department, namely the Public Transport Department, and absorption of the employees of the APSRTC in the said Department. The State Government, after having examined thoroughly the Expert Committee's report, first issued orders in G.O Ms. No.39 of TR&B (TR-II) Dept. dated: 30.09.2019 enhancing the retirement age of the employees of APSRTC from 58 to 60 years pending formal absorption of the establishment of APSRTC employees into the State Government and later G.O. Ms. No.50 of TR&B (TR.II) Dept. dated 30.12.2019 creating the "Public Transport Department (PTD)" and placing it under the administrative control of TR&B Department. The Government also declared the Public Transport Department as "Head of Department" for exercising financial powers. Finally the Government issued orders in G.O. Ms. No.52 of TR&B (TR.II) Dept. dated 31.12.2019, in exercise of its powers conferred by Section 3 of the Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government Service) Act, 2019, notifying the PTD created vide Go. Ms. No.50, TR&B (TR.II) Dept. dated 30.12.2019 as the Government Department into which all the employees of APSRTC would stand absorbed on and from the date of commencement of said Act i.e., 1st day of January, 2020. Now therefore the question has arisen about assignment of appropriate Government pay scales to the different categories of PTD employees and fixation of their pay in those new scales. The Commission has also to undertake the task of examining their existing service conditions and suggest if they need to be continued or modified with a view to completely integrate these employees into the Government service.

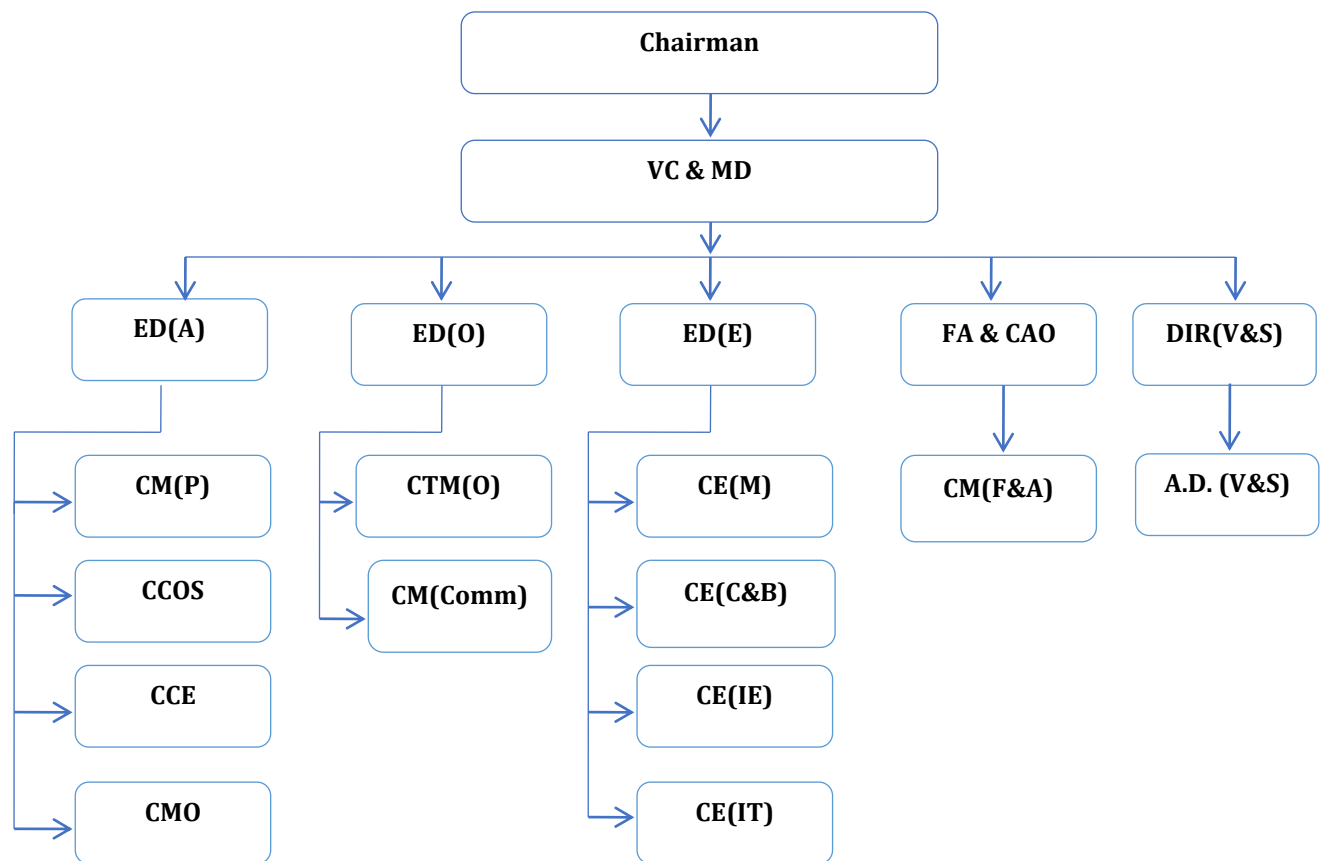
CHAPTER-3
ORGANISATIONAL STRUCTURE AND ADMINISTRATIVE HIERARCHY
IN THE APSRTC

03.01. The APSRTC functions under the overall administrative control of a Board of Directors appointed by the Government. The Board is headed by the Chairman. The chief executive authority managing the day to day operations of the organisation is the Vice Chairman & Managing Director (VC & MD), who is usually an IPS Officer appointed on deputation by the State Government. At the Head Office level, the VC & MD is assisted by 3 Executive Directors, Financial Advisor & Chief Accounts Officer (FA & CAO), Director (Vig. & Security), 11 Heads of Departments (herein after termed as Wings) and other supporting staff. The administrative units below the Head Office are the Zones (4 no.), Regions (12 no) and Depots (128 no.), in that order. The Zones are headed by Executive Directors and supported by Deputy Chiefs of various wings and other sub-ordinate staff, the Regions are managed by Regional Managers while the Depots are controlled by the Depot Managers. These administrative positions are regarded as 'Common Categories' within the APSRTC set-up and are filled up by selection from amongst officers of prescribed seniority (rank) working in different functional wings. Representative organograms showing the reporting relationships of various categories/ranks of officials across different administrative units are given below:

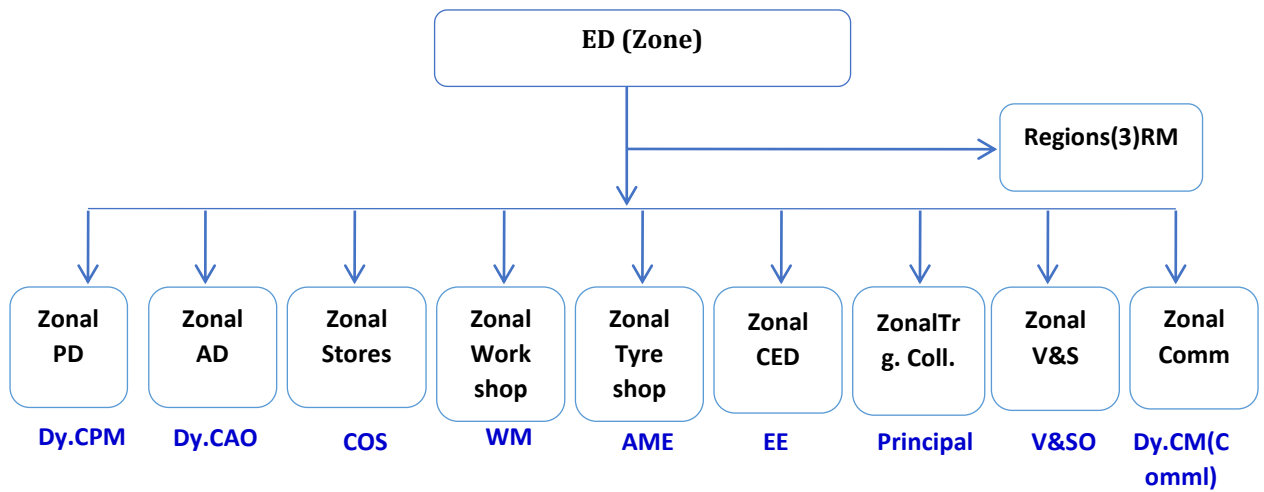
APSRTC - ORGANISATIONAL SETUP



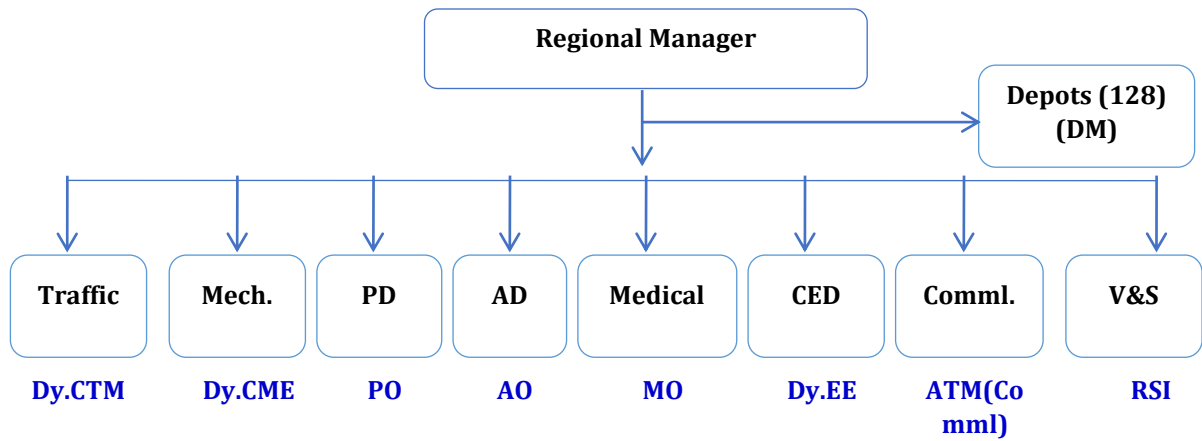
APSRTC – HEAD OFFICE STRUCTURE



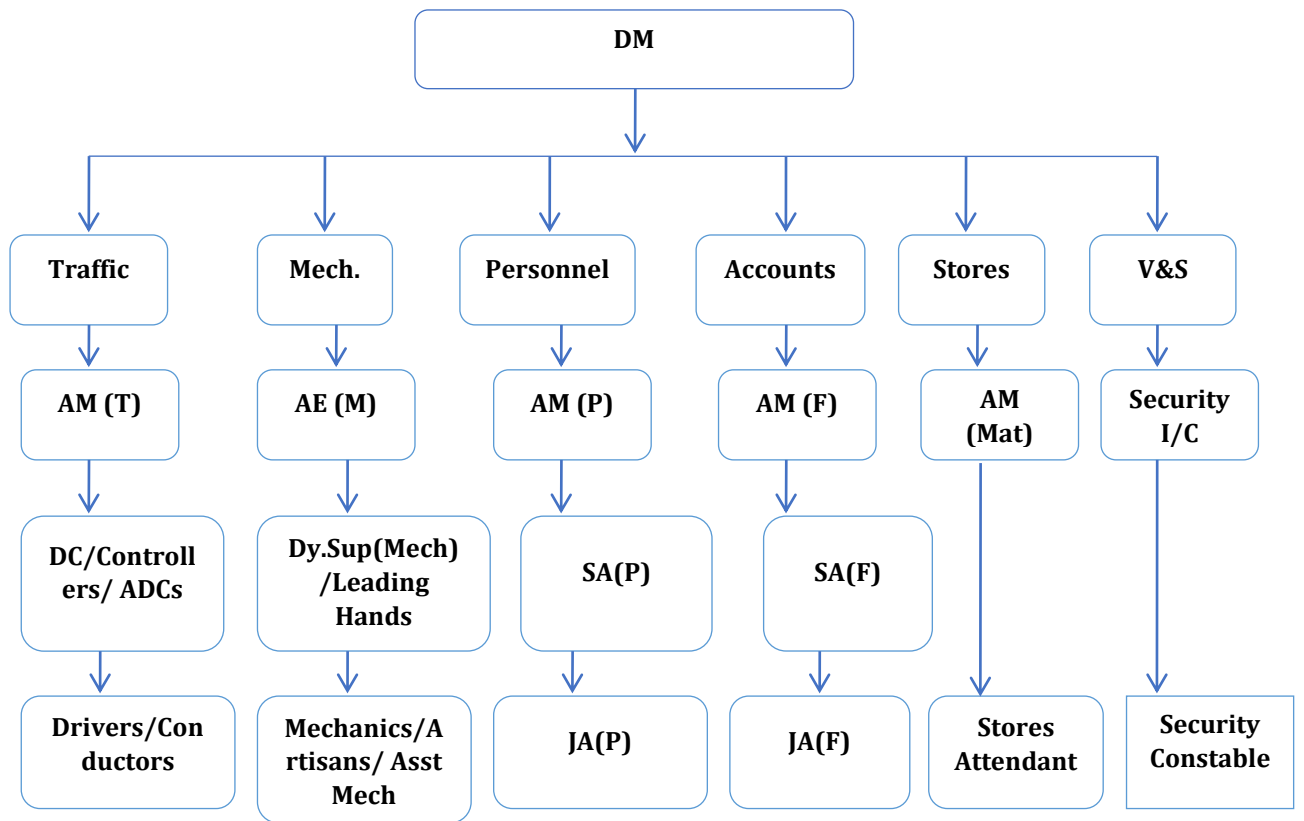
APSRTC – Zonal Structure



APSRTC – Regional Structure



APSRTC – Depot Structure



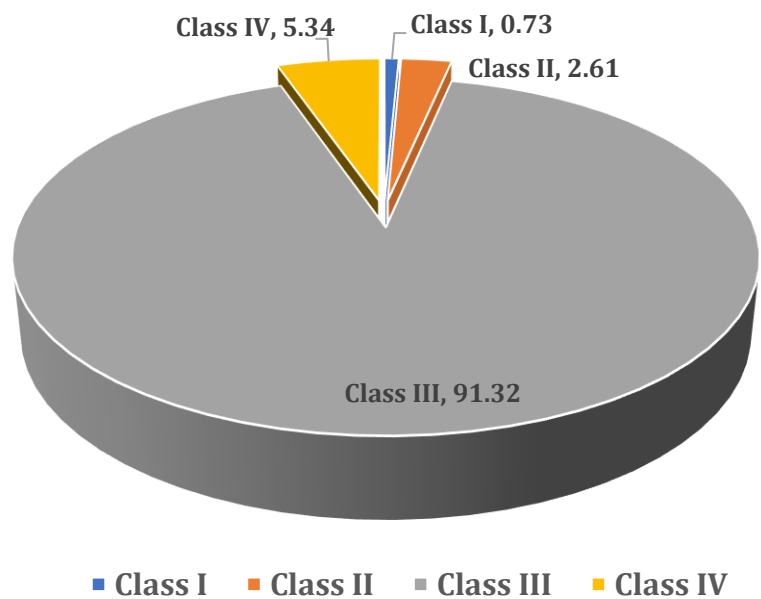
CHAPTER-4 STAFFING PATTERN

04.01. The Public Transport Department is a manpower intensive Department boasting of a regular (i.e, other than casual/contract etc.) employee strength of 51,828 (including 4 members of staff deputed from other Departments). These employees have been working against a sanctioned staff strength of 58,749, which represents an occupancy ratio of nearly 88%. At present the entire work force has been organised into four distinct Classes of employees with the following breakup:

Table-4.1

Deputation	4
Class-I	379
Class-II	1,353
Class-III	47,323
Class-IV	2,769
Total	51,828

% of APSRTC Employees in Different Classes



It is clear from the above pie-chart that the employees strength is predominantly concentrated in Class-III, which constitutes approximately 91% of the work force.

04.02. The above mentioned complement of employees work under eight distinct functional wings of APSRTC and three Common Categories who are drawn from various Wings. Details are given below (Table-4.2):

Table-4.2

Sl. No.	Wing	Number	% of Total Number
1	Common Categories	143	0.28
2	Mechanical Engineering	6,990	13.49
3	Civil Engineering	97	0.19
4	Personnel	840	1.62
5	Stores & Purchase	239	0.46
6	Medical	97	0.19
7	Accounts	755	1.46
8	Operations & Commercial	41,611	80.27
9	Security	1,056	2.04
Total		51,828	100.00

04.03. From the above exhibited functional composition of employees it is evident that the Operations & Commercial (80.27%) and Mechanical Engineering (13.49%) Wings constitute the major block, i.e. nearly 94%, of the APSRTC employee strength. The Wing-wise, Class-wise break-up of the PTD employees is shown in the accompanying Table-4.3.

Table-4.3

Class	Pay Scale	Strength	Common Category	MechEngg	Civil Engg	Personnel	Stores & Purchase	Medical	Accounts	Operations & Comml.	Vig & Security	Total
On Deputation		Actual	1						1		2	4
		Sanctioned	1						1		16	18
I	186250-286600	Actual	4	1		1				1		7
		Sanctioned	4	1		1				1		7
	112000-273200	Actual	12	2	1	1	0	0	1	3		20
		Sanctioned	12	2	1	1	1	1	1	3		22
	79000-192670	Actual		25	7	6	5	7	11	28		89
		Sanctioned		27	7	9	5	14	10	32		104
	57000-142500	Actual	126	13	27	24	10	7	22	29	5	263
		Sanctioned	129	15	23	24	10	22	19	33	9	284
	Sub-Total	Actual	142	41	35	32	15	14	34	61	5	379
		Sanctioned	145	45	31	35	16	37	30	69	9	417
II	41140-137500	Actual		128	29	43	41	1	55	139	4	440
		Sanctioned		120	50	57	45	2	56	147	12	489
	32350-108100	Actual		83	11	43	21	4	61	126	10	359
		Sanctioned		196	27	55	44	5	76	238	14	655
	27650-92360	Actual		125	3	99	25	26	98	167	11	554
		Sanctioned		283	25	84	83	41	107	367	19	1009
	Sub-Total	Actual		336	43	185	87	31	214	432	25	1353
		Sanctioned		599	102	196	172	48	239	752	45	2153

III	26250-87780	Actual		346	5	179	24	40	187	504	27	1312	
		Sanctioned		400	7	210	60	62	219	681	46	1685	
	21670-72430	Actual					296	73		319	1999	181	2868
		Sanctioned					323	92		318	2684	201	3618
	21390-71520	Actual									20376		20376
		Sanctioned									21122		21122
	20300-67790	Actual		3590	0	41							3631
		Sanctioned		5512	8	236							5756
	19580-65450	Actual									18232	816	19048
		Sanctioned									18103	901	19004
	19160-61460	Actual		73					8		7		88
		Sanctioned		196					9		7		212
	Sub-Total	Actual		4009	5	516	97	48	506	41118	1024	47323	
		Sanctioned		6108	15	769	152	71	537	42597	1148	51397	
IV	18660-62460	Actual		818	8	107		4				937	
		Sanctioned		1392	18	129		26				1565	
	16890-56520	Actual		1786	6		40					1832	
		Sanctioned		3045	45		109					3199	
	Sub-Total	Actual		2604	14	107	40	4	0	0	0	2769	
		Sanctioned		4437	63	129	109	26	0	0	0	4764	
Grand Total	Actual	143	6990	97	840	239	97	755	41611	1056	51828		
	Sanctioned	146	11189	211	1129	449	182	807	43418	1218	58749		

CHAPTER-5
PAST REVISIONS OF PAY SCALES IN THE APSRTC

05.01. We have studied the pay revision exercise undertaken by the APSRTC from time to time and noted the following distinctive features:

- a) Since 1989 the pay scales of employees are being revised at four-yearly intervals, the last such revision having taken place with effect from 1st April, 2017;
- b) The quantum of increase in pay scales is decided on the basis of mutual agreement arrived at after negotiations with the Employees Unions;
- c) The concept of a single Master Scale embracing all ranks of employees, which has been adopted by the Government since the 1993 Pay Revision, has not been applied in the APSRTC;
- d) The minimum stage of the basic pay in the lowest pay scale is not being fixed on any normative basis;
- e) The disparity quotient, i.e. the ratio between the maximum and the minimum pay has gone on increasing at a faster rate compared to that in the Government over successive pay revisions, as follows:

Table-5.1

Year of Pay Revision (APSRTC)	Disparity Quotient (APSRTC)	Year of Pay Revision (Govt)	Disparity Quotient (Govt)
2001	10.00	1999	7.71
2005	10.24	2005	7.99
2009	14.46	2010	8.30
2013	14.60	2015	8.52
2017	16.97	2018 (Proposed)	8.95

05.02. This implies that the enhancement of pay due to the last five revisions, spread over 16 years, has not uniformly benefitted all rungs of employees. In fact, whereas the minimum pay has gone up by a factor of 5.82 during 2001-2017 the maximum pay has gone up by as much as 9.88 during the same period;

- a) At present there are 16 pay scales for the Class-II, III and IV employees and 7 scales for the Officers cadres i.e., a total of 23 scales (including Stagnation Grade scales) as against 32 basic scales in the Government;
- b) Grade Pays have been attached to the Class-I Officers and the categories of Assistant Manager, Assistant Engineer, Superintendent, Dy. Superintendent, Senior Assistant, Junior Assistant, Typist, Routine Clerk and Record Tracer;

c) The packet of remuneration now being paid to the employees of PTD comprises of the following :-

1. Basic Components –

- (i) Basic Pay
- (ii) Dearness Allowance
- (iii) House Rent Allowance
- (iv) City Compensatory Allowance

2. Others (based on eligibility) –

- (i) Grade Pay
- (ii) Personal Pay
- (iii) Family Planning Increment
- (iv) Special Pay/Allowances (v) Incentives

05.03. The Employees Associations of PTD have requested for migration of their pay scales to the ambit of Master Scale, as applicable to other Government employees.

CHAPTER-6

ASSIGNMENT OF GOVERNMENT PAY SCALES (RPS-2018) TO THE PTD EMPLOYEES

06.01. With the above contextual background we now proceed to fix the appropriate Government pay scales for the various categories of employees in the Public Transport Department. Obviously, a proper and full integration of the former APSRTC employees in the Government service, on their absorption in PTD with effect from 01-01-2020, presupposes that they have uniform pay structure and pay scales with that of the other Government employees. **We therefore recommend that the Revised Master Scale comprising of 32 Grades and 83 stages, suggested by us in Vol-I of this Report, be made applicable to the PTD employees also.**

06.02. As already stated earlier, the PTD operates through eight distinct functional Wings. A study of the pay scales assigned to the various classes/categories of employees, which form the hierarchies of these eight Wings, reveals some degree of existing inter-Wing parity. The same is recounted in specific details in the Table-6.1 below:

Table-6.1

Class	Pay Scale No-RPS 2017	Mech Engineering	Civil Engineering	Stores & Purchase	Personnel	Medical	Accounts	Operations & Comml.	Vig & Security	Common Category
I	94	E.D.(E)	E.D.(A)					E.D.(O)		E.D.(Zone)
	93	Chief MechEngg (Maint)/ Chief MechEngg (C&B)/ Chief Engineer (IE)	Chief Civil Engg	Chief Controller of Stores	Chief Personnel Manager	Chief Medical Officer	Chief Manager (F&A)	Chief Traffic Manager/ Chief Manager (Comml)/ Chief Engg (IT)	Director (V&S)- On Deputation	Regional Manager
	92	Dy Chief MechEngg/ Works Manager	Executive Engg (Civil)	Controller of Stores	Dy Chief Personnel Manager/ Principal/ Sr. Law Officer/ OSD & Secretary	Senior Medical Officer	Dy Chief Accounts Officer	Dy. Chief Traffic Manager/ Dy Chief Manager (Comml)	Asst Director (V&S)	
	91	AsstMechEngg / Asst Works Manager/ AsstMechEngg (Tyres)	Dy Executive Engg (Civil)/ Dy Executive Engg (Elec)	Stores Officer/ Purchase Officer	Personnel Officer/ PRO/ Law Officer	Medical Officer	Accounts Officer	Asst Traffic Manager	Security Officer/ Vig. & Security Officer	Depot Manager
II	1	AsstEngg (Mech)/ AsstEngg (Vul)	AsstEngg (Civil)/ AsstEngg (Elec)	Asst Manager (Mat)/ Asst Manager (Purchase)	Asst Manager (P)	Nursing Supt	Asst Manager (F)	Asst Manager (Traffic) / Asst Manager (Stat)	Chief Security Insp	
II	2	Supt (Mech)/ Supt (Vul)	Section Officer (Civil)/ Section Officer (Elec)	Supt (Material)/ Supt(Purchase)	Supt (P)	Head Staff Nurse	Supt (F)/ Supt (A)	Supt (T)/ Supt (Stat)	Security Inspector	

	3	Dy Supt (Mech)/ Dy Supt (Vul)	Dy Section Officer (Civil)/ Dy Section Officer (Elec)	Dy Supt (Material)/ Dy Supt (Purchase)	Dy Supt (P)	Staff Nurse, Physiotherapist, Pharmacist/ Lab Tech (Gr-I)	Dy Supt (F)/ Dy Supt (A)	Dy Supt (T)/ Dy Supt (Stat)	Security Sub-Inspector	
III	15	Leading Hand/ Mech Supervisor/ Leading Hand (Vul)	Asst Section Officer (Civil)/ Asst Section Officer (Elec)	SrAsst (Material)/ SrAsst (Purchase)	SrAsst (P)	Radiographer/ Pharmacist/ Lab Tech/ ECG Tech (Gr-II), ANM	SrAsst (F)/ SrAsst (A)	Traffic Instructor Gr-III/ Depot Clerk/ Travel Ticket Inspector	Security Asst Sub-Inspector	
	5	Artisan Gr-I (ITI)								
	6			JrAsst (Material)/ JrAsst (Purchase)	JrAsst (P)		JrAsst (F)	Asst Depot Clerk/ Controllers	Security Head Constable	
	7							Drivers Gr-II		
	8	Artisan Gr-II/ Mechanic/ Tyre Mechanic Gr-II Vulcaniser/ 'B' Gr. Apprentice				Typist/ Routine Clerk				
	9							Conductors Gr-II	Security Constable	
	10	Hammerman					Nursing Orderly (M/F)	LV Drivers		
IV	11	Dy Mechanic	Work Inspector (T/NT)		Record Tracer	Ward Boy/ Ward Girl, Lab Asst, D.R.Asst				
	12	Asst Mechanic	Fieldman (Man Mazdoor)	Stores Attendant	Attender, Sweeper					

06.03. The Commission has adopted the following broad approaches for fixing the pay scales of the various categories of PTD employees in RPS-2018:

- (i) First we have examined the relative equivalence of the cadres, positioned at the same level of hierarchy and pay scale in different Wings of PTD, from the point of view of the nature of duties performed by the functionaries, educational qualifications prescribed, feeder and promotion categories, modes of appointment etc. In case they turn out to be nearly equivalent/ comparable, our attempt has been to retain, as far as possible, the existing inter-Wing parities in pay scales;
- (ii) Next we have identified the categories of posts in other Government Departments which can be considered as alike to the PTD post(s) identified as equivalent under step (i) above;
- (iii) In cases where attempt to equate the PTD post with same/similar category of Government post results in gross distortion in the inter-Wing parities within PTD, we have ordinarily gone in favour of the inter-Wing parities;
- (iv) However, in the case of such of the Wing(s) of PTD whose nature of function and other parameters of comparison, as outlined above, are totally different from those of the other Wings (viz. Medical and Security Wings), they have been considered on a separate footing and compared with the corresponding same/similar categories of post(s) existing in the relevant Government Department(s);
- (v) Since the State Service Rules and Sub-ordinate Service Rules in respect of the PTD employees have not yet been issued and placed before us, which in fact is a major handicap for the current exercise, we have relied upon the extant Service Regulations of the APSRTC as the basis for assignment of pay scales to the various categories of employees;
- (vi) There are four basic Pay Scales (Scale No.91, 92, 93 & 94) for the Class-I Officers of the APSRTC. These Scales were supplemented in the 2017 RPS by three newly introduced Stagnation Grade Scales viz: JSO-9 (Scale-95), SSO-9 (Scale-96) and HOD-25(Scale-97) to provide better career opportunities to those officers who are affected due to delay in getting regular promotion to the next higher level. The four Basic Scales were revised as follows in the 2017 RPS:

Category	2013 RPS	2017 RPS	% Increase
1. Executive Director	₹.130000-158000	₹.186250-286600	43%-81%
2. Regional Manager/ Head of Department	₹.72000-117000	₹.112000-273200	55%-133%
3. Senior Scale	₹.53500-98500	₹.79000-192670	47%-95%
4. Depot Manager/ Junior Scale	₹.36500-76500	₹.57000-142500	56%-86%

06.04. As can be seen from above, in the 2017 RPS, though the minimum of the four existing basic Pay Scales have gone up by a moderate degree (43% - 56%), the maximum of the same scales have been enhanced by disproportionately higher values of 81%, 133%, 95% and 86%. We reckon, the main reason for this is due to increase in the number of incremental stages (from 7/15/18/25 to 15/33/33/33 respectively) coupled with the progressive increase in the incremental amounts at intervals of 3 years when compared to the earlier regime of uniform increments all through.

06.05. By way of comparison, the highest Pay Grade (no.32) in the Government has been recommended to be enhanced by this Commission, in the current revision exercise, as follows:

2013 RPS (10th PRC)	2018 RPS (11th PRC)	% Increase
₹.87,130-1,10,850	₹.1,33,900-1,79,000	53%-61%*

(*This includes enhancement of two incremental stages to accommodate the increase in retirement age from 58 to 60 in the year 2016)

06.06. It is also evident from the above data that even the minimum of the pay scale no.94 (₹.1,86,250) assigned to the category of Executive Director is higher than the maximum (₹.1,79,000) of the Master Scale recommended by this Commission for the employees of the State Government. In fact the apex (fixed) pay applicable to the senior most category of bureaucrat in the State Government, namely the Chief Secretary/ Special Chief Secretary, who belong to the All India Service, is ₹2,25,000, whereas the maximum pay envisaged for the Executive Directors/RMs and HoDs are far higher at ₹2,86,600/₹.2,73,200 respectively. We have amply articulated in Vol-I of our report that the pay scales in the Government sector cannot be compared to those prevailing in the Corporate/ Private Sector/ PSUs. In fact the Government service assures unfailing stability and security of employment besides bestowing certain measure of status, authority, privileges and social recognition which are not attributable to the jobs in the Private/ Corporate/ PSU Sectors. The Commission is therefore of the view that the present levels of compensation structure applicable to some Sections of APSRTC employees are not compatible with the pay structure and levels in vogue for the corresponding ranks of Government employees. In fact, wide disparities in the pay structure, either horizontal or vertical, are not conducive to inter and intra-departmental harmony and co-ordination.

06.07. Hence, we are of the view that although all the employees of the APSRTC, now absorbed in the Government service, have a legitimate claim for protection of their present emoluments, in future the pay structure of all categories of PTD employees would have to align with those of their equivalent counter parts in the other State Government Departments.

Request of the Employees

06.08. The Commission has received representations from the PTD Employees' Associations suggesting the following:

- (a) All the employees of PTD have been presently divided into four Classes but instead the entire cadre should be organised in three Classes only;
- (b) All employees of the rank of Deputy Superintendent should be upgraded as Superintendents;
- (c) For the purpose of assigning pay scales, the categories of Assistant Manager, Superintendent and Deputy Superintendent should be given parity with those of Section Officer (SC), Section Officer and Assistant Section Officer of the Secretariat respectively;
- (d) A request has also been received to equate the 9/18 years stagnation grade scales in the APSRTC with the 12/18 years Automatic Advancement Scheme pay scales respectively in the Government.

Views of the Commission

06.09. The views of the Commission on the above requests are as under:

- (a& b) Consideration of the issue of reorganisation of cadres does not come within the purview of the PRC. Hence they may be taken up at the level of the HoD;
- (c) The nature of duties discharged by the Secretariat staff, namely the Section Officer (SC), Section Officer and Assistant Section Officer are entirely different from those of the PTD staff cited in the representation. The Secretariat staff are involved in putting up basic inputs for policy making decisions at the apex level of the State Government while the PTD staff at the Class-II Supervisory levels deal with day-to-day operational issues pertaining to the concerned Wing in which they function. Hence it is not apt to compare the two sets of functionaries for the purpose of pay parity.
- (d) No cogent argument has been advanced as to why the 9-year stagnation grade scale should be equated with the 12-year AAS scale in the Government, thereby giving PTD employees an advantage of 3 years vis-à-vis employees in other Government Departments. Taking such a view would be grossly discriminatory and hence is not tenable. However the 18-year scale equivalence is logical.

Grouping of PTD Wings for assignment of Government pay scales

06.10. Based on the functional domains of the various Wings of PTD we can divide them into 3 broad groups, as outlined below:

Group-I: Managerial (Non-Tech) Wings - Personnel, Stores & Purchase, Operations & Commercial Accounts

Personnel Wing

- a) Human Resource Planning
- b) Recruitment and Training of personnel
- c) Policy/Rule formulation on establishment matters
- d) Transfers, promotions and disciplinary matters of staff
- e) Formulation of welfare schemes for staff
- f) Handling all matters relating to APSRTC Employees Unions
- g) Grievance handling of all employees
- h) Matters relating to medical treatment of employees
- i) Deal with all legal matters relating to Courts, Lokayukta etc
- j) Facilitating smooth conduct of APSRTC Board

Stores & Purchase Wing

- a) Materials requirement planning
- b) Tendering and procurement of required materials
- c) Receipt of materials and quality inspection
- d) Inventory management
- e) Supply of materials to Depots and Workshops
- f) Vendor development
- g) Monitoring the consumption trends of costly/critical items
- h) Disposal of scrap materials and old buses
- i) Liaison with OEMs on stores matters
- j) Liaison with Mechanical Engineering Dept. on quality issues

Operations & Commercial Wing

- a) Planning, scheduling, operations and monitoring of routes
- b) Bus station management
- c) Passenger amenities and customer relations
- d) Safety/ accidents
- e) Fare fixation
- f) Hiring of buses
- g) Market Survey and product development
- h) Logistics and parcel services
- i) Leasing of stalls and spaces
- j) Advertisements

Accounts Wing

- a) Preparation of budget
- b) Maintenance of annual and monthly accounts
- c) Management of cash flows
- d) Book keeping
- e) Preparation and scrutiny of all bills for payments
- f) Conducting internal audits
- g) Conducting test audits of administrative units
- h) Attending to Accountant General's audit
- i) Preparation of financial performance reports

Group-II: Technical Wings – Mechanical Engineering, Civil Engineering

Mechanical Engineering Wing

- a) Procurement of new buses
- b) Maintenance of buses
- c) Refurbishing/renovation of old fleet
- d) Managing workshops and tyre shops
- e) Monitoring fuel and tyre performance
- f) Introducing alternate fuels – CNG, Bio-Diesel, LNG etc.
- g) Cost control on bus maintenance
- h) Liaison with OEMs
- i) Implementing High Security Registration Plates Project
- j) Implementing production and performance based incentive schemes
- k) Work study and fixation of staff norms

Civil Engineering Wing

- a) Managing land and building assets of the Corporation
- b) Undertaking all civil construction works
- c) Taking up periodic repairs of all civil assets
- d) Pursuing all land acquisition cases
- e) Maintaining liaison with Revenue/Municipal authorities
- f) Developing BOT Projects

Group-III: Specialised Professional Services Wings – Medical, Vigilance & Security

Medical Wing

- a) Out-patient treatment at Regional level Dispensaries (19)
- b) Out-patient and in-patient treatment at Central Hospital
- c) Diagnostic services at Dispensaries and Central Hospital
- d) Empanelment of referral hospitals

- e) Patient referral to empanelled hospitals for treatment
- f) Scrutiny and sanction of medical bills of referral hospitals
- g) Initial and periodical medical check-ups of employees
- h) Stocking and supply of Pharmacy

Vigilance & Security Wing

- a) Security at Depots, Bus stations, Workshops etc.
- b) Security arrangements for special events like jatharas etc.
- c) Conducting vigilance checks
- d) Taking up vigilance enquiries
- e) Operating Enforcement Squads
- f) Maintaining liaison with the Police

1. Assignment of Government pay scales to the employee categories in Group-I (Personnel, Stores & Purchase, Operations & Commercial and Accounts Wings):

(a) Similar categories at par in Class-I (in hierarchical sequence)

Level, Pay Scale/ Grade	Category	Wing	Mode of appointment	Qualification
PTD Categories presently placed at par				
4 186250-286600	E.D.(A)/ E.D.(O)	Personnel, Stores & Purchase/ Operations	(a)Promotion (b) D.R. (c) Deputation from Government	a) 15 yrs service in Class-I of which 6 yrs as Regional Manager/HoD (which are interchangeable with R.Ms), 3 yrs as R.M./D.M. including 1 yr as R.M, Degree; b) 15 yrs relevant experience including 6 yrs as DGM/RM/Functional Head of which 3 yrs in field position, Degree; (c) From Chief Engineer/ Joint Secretary rank
3 112000-273200	Chief Personnel Manager	Personnel	(a) Promotion (b) D.R.	(a) 10 years total experience incl. 6 years service in Class-I Senior Scale, 2 years specific experience of dealing with personnel matters as Divisional Manager/Dy. Chief Personnel Manager or equivalent, Graduate (b) 6 years experience in senior Personnel Management position in a large Commercial Organisation, Ist class Degree with P.G. diploma in Personnel Management
	Chief Controller of Stores	Stores & Purchase	(a) Promotion (b) D.R.	(a) 10 yrs of total service including 6 years service in Class-I Senior Scale, 2 yrs experience in Stores & Purchase/ as Works Manager, Graduate with special training in Materials Management (b) 10 yrs total experience including 6 years in a senior position in Stores/Purchase in a large sized Comml.Undertaking, Ist Class Engg. Degree or MBA with Materials Management specialisation. [preference for B.E. (Mech/ Automobile)]

	Chief Traffic Manager/ Chief Manager (Comml)/ Chief Engineer (IT)	Operations	(a) Promotion (b) D.R.	(a) 10 yrs of total service including 6 years service in Class-I Senior Scale, 2 yrs experience as Divisional Manager/Dy. Chief Traffic Manager, Graduate (b) 10 yrs total experience including 6 years in a senior position in Transport/Fleet Management, Ist Class Degree
	Chief Manager (F&A)	Accounts	(a) Promotion (b) D.R. (c) Deputation from State Govt	(a) (i) 10 years service including 6 years as Dy.CAO (ii) AICA/AICWA/MBA(Fin); b)(i) 10 years service as Accounts/Finance/Audit Manager including 6 years in Senior Management position in a large Commercial Undertaking (ii) Ist class in AICA/AICWA
2 79000- 192670	Dy Chief Personnel Manager/ Principal/ OSD & Secretary	Personnel	(a) Promotion, and if not available (b) D.R.	(a) 5 years service as Personnel Officer (b) B.A./B.Sc./B.Com/L.L.B, possess P.G. Diploma in Business/Personnel Management, 3 yrs service in Personnel/ Indl. Relations Branch of a large Comml. Organisation
	Senior Law Officer		(a) Transfer (b) Promotion (c) D.R.	(a) & (b) Law Graduate, 5 years service as Class-I JSO (c) Law Graduate, Court practice for 5 years (Preference for handling cases in Labour Laws and/or Motor Vehicles Law or experience in Industrial Relations)
	Controller of Stores	Stores & Purchase	(a) Promotion and, if not available, (b) Transfer (c) D.R.	(a) 5 years service as Junior Scale Officer including 4 years as Stores/Purchase Officer (b) Should be a Class-I Senior Scale Officer of the categories of Dy. Chief Mechanical Engineer/ Works Manager (c) Graduate Engineer, experience in Stores Organisation in Govt. Dept/large sized Commercial Organisation for 5 yrs (preference for Mechanical/Automobile Engineers, General administrative experience)
	Dy Chief Traffic Manager/ Dy Chief Manager (Comml)	Operations	(a) Transfer (b) Promotion (c) Deputation	(a) Class-I SSO with 3 yrs service as Depot Manager and 5 yrs total service as JSO (b) 5 yrs total service as Class-I JSO including 3 yrs service as Depot Manager (c) Suitable officers from State/Central Govt.
	Dy Chief Accounts Officer	Accounts	(a) Promotion (b) D.R.	(a) (i) 5 years service as Accounts Officer (ii) must be a C.A. or must have passed Higher Departmental Accounts exam (b)(i) Experience of work in a large Commercial Undertaking, preferably in a Road Transport Organisation (ii) AICA (7 years) (AICWA considered as addl. qualification)

1 57000- 142500	Personnel Officer	Personnel	(a) Promotion (b) D.R.	(a) 5 years service as Asst Manager (P) (b) (i) Graduate in Arts/ Science/Commerce/Law/Social Science(ii) PG Degree/Diploma
	PRO		(a) Promotion and, if not available (b) by Transfer (c) D.R.	(a) 5 yrs service as Supervisor, P.G. Diploma in Journalism (preference for having relevant experience) (b) 3 yrs service as D.M./JSO (c) P.G. Degree in Journalism , 3 yrs relevant experience in Govt/ Private sector/ PSU
	Law Officer		(a) Transfer (b) Promotion (c) D.R.	(a) & (b) Law Graduate, 5 yrs service in higher level Supervisory cadre (c) Law Graduate, 3 yrs Court practice (Preference for handling cases in Labour Laws and/or Motor Vehicles Law or past work in Indl. Relations Dept)
	Stores Officer/Purchase Officer	Stores & Purchase	(a) Promotion (b) Transfer from equivalent rank (c) D.R.	(a) 5 yrs service Asst Manager (Materials) if Graduate Engineer or DME/DAE, Otherwise SSC with 10yrsservice (c) Degree in Mechanical Engineering or AMIE, served as apprentice for at least 2 yrs in Mech. Engg, 3 yrs of post training experience as Executive in the handling of Automobile and Diesel Stores in a large sized Road Transport Organisation or 5 years experience in a Stores Organisation in a Government Dept/Comm organisation
	Asst Traffic Manager	Operations	(a) Transfer (b) Promotion (c) D.R.	(a) From equivalent rank (b) (i) Graduate with 5 yrs service as Asst Manager (Traffic) OR SSC with 8 yrs service (ii) Pass in Higher Management Departmental exam.(c) B.E.(MechEngg) Or AMIE with 4 yrs experience as Traffic Executive in a Road Transport organisation (preference for Graduate member of IIRT)
	Accounts Officer	Accounts	(a) Promotion (b) Direct Recruitment	(a) (i) 5 years service as Asst Manager (Fin) (ii) pass in Higher Accounts Management Exam; <u>OR</u> - (i) 5 years service as other Accounts Supervisor (ii) AICA or AICWA or MBA with specialisation in Finance (b) (i) AICA or AICWA or MBA(Fin)
Compared categories in other Government Departments				
4 Gr-30	Addl. Transport Commissioner	Transport Department	Promotion	2 yrs service as Joint Transport Commissioner
3 Gr-28	Joint Transport Commissioner		Promotion	2 yrs service as Deputy Transport Commissioner
2 Gr-25	Deputy Transport Commissioner		Promotion	2 yrs service as R.T.O.
1 Gr-21	R.T.O.		(a) Promotion (b) D.R. (c) Transfer	(a) B.E. (Mech./Automobile) Engg. (b) Graduate Degree (c) Accounts Test for Executive Officers or Sub-ordinate Officers (Part-I & II)

Recommendations:

06.11. We find that the employee categories, included in Class-I of Group-I and clubbed together at hierarchy levels 1-4, have similar modes of appointment as well as qualifications prescribed for appointment. Functionally all the four Wings discharge duties of non-technical nature relating to Personnel, Materials, Operations and Finance and Accounts Management in the APSRTC. Further these four levels can be compared with the categories of Additional Commissioner, Joint Commissioner, Deputy Commissioner and Regional Transport Officer of the sister Department, namely the Transport Department which is also under the administrative control of the Transport, Road and Building Secretariat Department. Both these vertical hierarchies have 4 levels of officers below the apex level of Commissioner, PTD/ Transport Commissioner and are structurally same.

06.12. Accordingly we retain the present intra-wing parities among the categories shown above and assign them the following pay grades at par with their counterparts in the Government Transport Department:

1.	Executive Director (E)/ Executive Director (O)	₹.112610-174790	(Grade-30)
2.	Chief Personnel Manager/ Chief Controller of Stores/ Chief Traffic Manager/ Chief Manager (Comml)/ Chief Engg (IT)/ Chief Manager (F&A)	₹.94500-170580	(Grade-28)
3.	Dy. Chief Personnel Manager/ Principal/OSD & Secretary/ Senior Law Officer/ Controller of Stores/ Dy. Chief Traffic Manager/ Dy. Chief Manager (Comml)/ Dy. Chief Accounts Officer	₹.76730-162780	(Grade-25)
4.	Personnel Officer/ PRO/ Law Officer/ Stores Officer/ Purchase Officer/ Asst Traffic Manager/ Accounts Officer	₹.57100-147760	(Grade-21)

(b) Similar categories at par in Class-II & III (in hierarchical sequence)

Level, Pay Scale/ Grade	Category	Wing	Mode of appointment	Qualification
PTD Categories presently placed at par				
5 41140-137500	Assistant Manager (P)	Personnel	(a) Promotion and, if not available, (b) By Direct Recruitment	(a) 3 years service as Superintendent (P), pass in qualifying exam of Higher Personnel Management (b) Graduate, PG Diploma in Personnel or Business Management, 5 years experience in Personnel Management at Supervisory level in a Commercial Undertaking of repute
	Assistant Manager (Mat)/ Assistant Manager (Pur)	Stores & Purchase	(a) By promotion, and if not available, (b) By Direct Recruitment	(a) 3 years service as Superintendent (Mat/Pur), pass in qualifying exam. in Higher Materials Management (b) Diploma in Mechanical/Automobile Engineering or a Graduate in Arts/Science/Commerce (preference for technical qualification), 12 yrs service in Stores Wing including 5 years in a Supervisory capacity in a reputed concern, pass a qualifying test
	Assistant Manager (Traffic)	Operations	Promotion	3 years service as Superintendent (Traffic), pass in qualifying exam. for Higher Operations Management
	Assistant Manager (Stat)		Promotion	2 years service as Superintendent (Stat)
	Assistant Manager (F)	Accounts	Promotion	2 years service as Superintendent (Fin/Audit)
4 32350-108100	Superintendent (P)	Personnel	(a) Promotion and, if not available, by (b) Direct Recruitment	(a) 3 years service as Dy. Supt.(P) (b) Graduate, PG Diploma in Personnel/Business Management, 2 years experience in Personnel Management at Supervisory level in a reputed Commercial Undertaking

	Superintendent (Mat)/ Superintendent (Pur)	Stores & Purchase	(a)By promotion, and if not available, (b) By Direct Recruitment	(a)3 years services as Dy. Supt. (Mat/Pur) (b) Diploma in Mechanical/Automobile Engineering or a Graduate in Arts/Science/Commerce (preference for technical qualification), 10 yrs service in Stores Wing including 3 years in a Supervisory capacity in a reputed concern, pass a qualifying test
	Superintendent (Traffic)	Operations	Promotion	3 years services as Dy. Supt. (Traffic)
	Superintendent (Statistics)		Promotion	3 years services as Dy. Supt. (Stat)
	Superintendent (F)/ Superintendent (Audit)	Accounts	(a) Promotion and, if not available, by (b) Direct Recruitment	(a) 3 years services as Dy. Supt. (F/Audit) (b) B.Com, 5 years experience in Accounts/Audit wing at Supervisory level in a reputed Commercial Undertaking
3 27650- 92360	Deputy Supt (P)	Personnel	(a) Promotion and, if not available, (b) by D.R.	(a) 3 years services as Senior Asst (P), pass in qualifying exam. in Lower Personnel Management (b) Graduate, Diploma in Personnel/Business Management, 2 years experience in Personnel Management at Supervisory level in a reputed Commercial Undertaking
	Deputy Supt (Mat)/ Deputy Supt (Pur)	Stores & Purchase	(a)By promotion (b) By D.R.	(a) 3 years services as Senior Assistant (Mat/Pur), pass in the qualifying exam. in Lower Materials Management (b) Diploma in Mechanical/Automobile Engineering or Graduation in Arts/Science/Commerce, 1 year Diploma in Materials/Stores Management
	Deputy Supt (Traffic)	Operations	Promotion	3 years services as DC/TTI/TI Gr-III, pass in qualifying exam. for Lower Operations Management

	Deputy Supt (Statistics)		Promotion	5 years service as Senior Assistant in the Statistical branch
	Deputy Supt (F)/ Deputy Supt (Audit)	Accounts	(a) Promotion and, if not available, by (b) D.R.	(a) 3 years service as Senior Asst (F/Audit), pass in exam. in Lower Accounts Management (b) B.Com, 5 years experience in Accounts/Audit wing at Supervisory level in a reputed Commercial Undertaking
2 26250- 87780	Senior Assistant (P)	Personnel	(a) Promotion and, if not available, by (b) D.R.	(a) 5 years service as Junior Asst/ Typist (b) Graduate, 5 years experience in clerical cadre in a reputed office
	Senior Assistant (Mat)/ Senior Assistant (Pur)	Stores & Purchase	(a) By promotion, and if not available, by (b) D.R.	(a) 5 years service as Junior Asst (Mat/Pur) (b) Graduate in Arts/Science/Commerce or a Diploma holder Mechanical/ Automobile Engineering, 5 years experience in Stores wing of a reputed concern, pass a qualifying test
	Traffic Instructor Gr-III/ Depot Clerk/ Travel Ticket Inspector	Operations	Promotion	Must have 5 yrs of service as ADC/Controller of which 2 yrs must be as ADC/ADC (Tech)
	Senior Assistant (F)	Accounts	(a) Promotion and, if not available, by (b) D.R.	(a) 5 years service as Junior Asst (F) (b) B.Com, 5 years experience in clerical cadre in a reputed office
	Senior Assistant (Audit)		(a) Transfer of Sr. Asst. (F), and if not available, by (b) Promotion and, if still not available, by (c) D.R.	(a) Completion of probation period (b) 5 years service as Junior Asst (F), pass in departmental test (c) B.Com, 5 years experience in clerical cadre in a reputed office
1 21670- 72430	Junior Assistant. (P)	Personnel	(a) Promotion (b) Direct Recruitment	(a) Service of 5 years as Routine Clerk/ 7 years as Conductor, pass in Departmental Test (b) Graduate, pass in Lower Grade Govt. Technical

				Exam in English or Telugu, preference for Computer knowledge
	Junior Assistant (Mat)/ Junior Assistant (Pur)	Stores & Purchase	(a) By promotion, and if not available, (b) By Direct Recruitment	(a) DAE/DME with 3 years of service in APSRTC as Mechanic/Artisan or an ITI with 8 years service as Mechanic/Artisan in the Corporation, pass in a qualifying test (b) DAE/DME or Graduate, Pass in qualifying test
	Assistant Depot Clerk/ Controller	Operations	Promotion	(i) Conductors/Drivers should complete probation (ii) LV Drivers must complete 10 yrs of service, passed SSC (iii) HV Drivers must have passed SSC
	Assistant Depot Clerk (Tech)			2 yrs service as Mech. Gr-I OR 4 yrs service as Mech. Gr-I & Gr-II/ as Mech Gr-II, pass in ITI or SSC
	Junior Assistant (F)	Accounts	(a) Promotion (b) Direct Recruitment	(a) 5 years service as Routine Clerk/ 7 years service as Conductor, pass in Departmental Test (b) B.Com

Compared categories in other Government Departments

5 Gr-19	Asst. M.V.I.	Transport Dept.	(a) D.R. (b) promotion	(a) Degree in Mechanical/Automobile Engineering or Diploma in Automobile Engineering, at least 3 years experience in driving motor vehicles and possessing Heavy Transport Vehicle endorsement and also work experience in Mechanical side
4 Gr-18	Superintendent		Promotion	By promotion of Senior Assistant
3	No corresponding level in Govt.			
2 Gr-14	Senior Assistant		(a) D.R. or by way of redeployment on fair share principle from the regional offices as per	(a) A Bachelor Degree and pass in the test of "Proficiency in Office Automation with usage of computer and associated software" conducted by the APPSC/DSC

			six-point formula (b)Promotion (c)Conversion of S.C. Steno	
1 Gr-9	Junior Assistant		(a) D.R. (b)Conversion of Typist (c)Transfer from Record Assistant or members of A.P. Last Grade Service in Regional Offices	(a) Bachelor's Degree and pass in Proficiency Test in Office Automation with usage of computers and associated software conducted by APPSC/DSC

Recommendations:

06.13. In continuation of the Class-I employees, the class II & III category employees of Group-I, as shown above, are similarly positioned in their hierarchies and, barring a few exceptions, have similar qualification requirements. They also enjoy parity in pay scales. Further the categories at levels 5, 4, 2 and 1 are comparable to the categories of Asst MVI, Superintendent, Senior Assistant and Junior Assistant respectively in the Transport Department. There is no level in Government corresponding to that of Deputy Superintendent (level-4) in the various Wings in Group-I. Accordingly, the Commission is of the view that it would be proper to retain the present parities among the categories shown above and assign them the following pay grades:

1. Asst. Manager (P)/ Asst. Manager (Mat)/ ₹.48440-137220 (Grade-19)
Asst. Manager (Pur)/Asst. Manager (Traffic)/
Asst. Manager (Stat)/Asst. Manager (F)
2. Superintendent (P)/ Superintendent (Mat)/ ₹.45830-130580 (Grade-18)
Superintendent (Pur)/ Superintendent (Traffic)/
Superintendent (Stat)/ Superintendent (F)/
Superintendent(Audit)
3. Dy. Superintendent(P)/ ₹.40970-124380 (Grade-16)
Dy. Superintendent(Mat)/
Dy. Superintendent(Pur)/
Dy. Superintendent(Traffic)/
Dy. Superintendent (Stat)/
Dy. Superintendent (F)/
Dy. Superintendent(Audit)

4. **Senior Assistant (P)/** ₹.37640-115500 **(Grade-14)**
Senior Assistant (Mat)/
Senior Assistant (Pur)/Traffic Instructor Gr-III/
Depot Clerk/ Travel Ticket Inspector/
Senior Assistant (F)/ Senior Assistant (Audit)
5. **Junior Assistant (P)/ Junior Assistant (Mat)/** ₹.28280-89720 **(Grade-9)**
Junior Assistant (Pur)/Asst Depot Clerk/
Asst Depot Clerk (Tech)/ Controllers/
Junior Assistant (F)

(b) Other disparate categories in Class- III and IV in Group-I

1. Personnel Wing, PTD- Typist, Routine Clerk, Record Tracer				
Class/ Pay Scale	Category	Promotion/Feeder Category	Mode of appointment	Qualification
III 20300- 67790	Typist	Senior Assistant (P)/ ----	D.R.	Pass in Intermediate, pass in Govt. Technical Exam in typewriting Higher Grade in English/Telugu (preference for candidates having computer knowledge)
	Routine Clerk	Junior Assistant/ Record Tracer, Stores Attendant, Attender, Sweeper	(a)Promotion and, if not available, (b) D.R.	(a) SSC, 5 yrs service (b) SSC, 3 yrs service experience in clerical cadre in an office of repute
III 18660- 62460	Record Tracer	Routine Clerk/Attender, Sweeper	(a)By promotion, and only if not available, (b) By D.R.	(a) Pass in VII Class (b) SSC
Compared categories in other Government Departments				
Gr-9	Typist (Common Category)	Senior Assistant/ Record Assistant, LGS employees	(a) D.R. (b) Conversion of Junior Assistants (c)Transfer of Record Assistants (d) Transfer from Last Grade Service	(i) A Bachelor's Degree and (ii) Pass in proficiency test in Office Automation with usage of computer and associated software
Gr-5	Record Assistant	Junior Assistant, Typist/ Office Subordinate	Transfer of LGS employee, Roneo/ Xerox Operator	SSC or equivalent

'--/--' indicates No promotion post/No feeder post as the case may be.

Recommendations:

Typist

06.14. As shown above, as per the existing Service Regulations, the Typist category in the PTD has been prescribed a lower level of academic qualification when compared to that of the Typists of 'Common Category' in other Government Departments. The next higher position in the hierarchy of Personnel Wing of PTD [Junior Assistant (P)] has been assigned the pay grade of 9. Considering this, the Commission is of the view that this category may be assigned the Pay Grade-7 (₹.25220-80910) in RPS 2018.

Routine Clerk

06.15. The Routine Clerk is required to possess a lower minimum academic qualification of SSC compared to that of the Typist (Intermediate). Moreover the Typist possesses technical qualification of typewriting. It is also observed that, as per the Service Regulations, the Typist gets promotion to the category of Senior Assistant whereas the Routine Clerk is eligible for promotion to the post of Junior Assistant. An examination of their job profile reveals that they, inter alia, maintain the Record Room, dispose of old files by destroying them after their stipulated retention period, collect stationery from the stores and issue bus passes, identity cards etc. Their duties as well as qualification are thus similar to those of the Record Assistants in the other Government Departments.

06.16. Considering the above we assign Pay Grade-5 (₹.23120-74770) to the Routine Clerk category on par with that of the Record Assistant in Government.

Record Tracer

06.17. The qualification prescribed for appointment by promotion to the category of Record Tracer, and this is the preferred mode of appointment, is a pass in VII class whereas the same for the next promotion post of Routine Clerk is a pass in SSC. The post of Routine Clerk has been assigned the Pay Grade-5. The Record Tracer has no equivalent post in the Government Departments. Considering the above, the Commission feels that it would be appropriate to assign the Pay Grade-3 in RPS 2018 (₹.21200-65360) to the category of Record Tracer.

2. Personnel Wing, PTD- Attender, Sweeper				
Class/ Pay Scale	Category	Promotion/Fee der Category	Mode of appointment	Qualification
IV 16890-6520	Attender	Record Tracer/--	D.R.	Must have passed VII th Class
	Sweeper	Record Tracer/--	D.R.	Must be able to read and write simple sentences in Telugu, Hindi or Urdu

Compared categories in other Government Departments				
Gr-1	Office Subordinate (Former Attender)	Daffedar/ Other Class-IV categories like Sweeper, Watchman etc	(a) D.R. (b)Transfer from other equivalent categories	Must have passed VII th Class
	Sweeper	Jamedar Sweeper/ Other Class-IV categories	(b) D.R. (b)Transfer from other equivalent categories	Must be able to read and write simple sentences in Telugu, Hindi, Urdu or English

Recommendations:

06.18. The categories of Attender and Sweeper are comparable to those of the Office Subordinate and Sweeper in the 'Common Category' of Government Departments. The Commission therefore assigns the Pay Grade-1 (₹20000-61960) to these categories.

3. Stores & Purchase Wing, PTD- Stores Attendant				
Class/ Pay Scale	Category	Promotion/Fee der Category	Mode of appointment	Qualification
IV 16890-56520	Stores Attendant /Khalasi	Mukhadham, Routine Clerk/-	D.R.	No Service Regulation placed before us
Compared categories in other Government Departments				
Gr-1	Office Subordinate	Record Assistant. Junior Assistant	D.R.	VIIth class

Recommendations:

06.19. The Stores Attendant is at present in the starting scale of pay in the APSRTC setup (₹.16890-56520). The promotion post for this category is that of Mukhadham which is equivalent to the category of Deputy Mechanic (formerly Helper) in the Mechanical Engineering Wing, which has been assigned the next higher pay scale of ₹.18660-62460. This post is comparable to that of the Office Subordinate in the 'Common Category' of Government Departments. The Commission therefore assigns the pay grade-1 (₹20000-61960) to this category.

5-9. Operations Wing, PTD- Driver/HV Driver (Gr-I/II), Conductor (Gr-I/II), LV Driver				
Class/ Pay Scale	Category	Promotion/Fee der Category	Mode of appointment	Qualification
III 25480-85120	Driver Gr-I	--/Driver Gr-II	Promotion	Filled up by promotion of suitable Driver Gr-II
III 21390-71520	Driver Gr-II / HV Driver Gr-II	Asst Depot Clerk/ Departmental candidates	D.R.	Read/Write Telugu/Urdu, 160 cm height, hold driving Licence for HPMV and HGV or Transport vehicle for not less than 18 months continuously

III 21670-72430	Conductor Gr-I	--/Conductor Gr-II	Promotion	Filled up by selection of suitable Conductor Gr-II with 7 years of service
III 19580-65450	Conductor Gr-II	Asst. Depot Clerk/ Booking Clerk	(a) Promotion (b) D.R.	(a) 1 year service in feeder category, SSC pass, 153 cm height (b) Pass in SSC, 153 cm height
III 19160-64160	LV Driver	Asst Depot Clerk/ Departmental candidates	(a) D.R. (b) Promotion	(a) Pass in class VIII or pass in ITI Motor Mechanic Trade, at least 160 cm in height, LV driving licence holder, must pass a driving test
Compared categories in other Government Departments				
Gr-8	HV Driver	Junior Assistant/ LV Driver, LGS	(a) Transfer (b) Promotion (c) D.R.	Must be able to read and write Telugu/Urdu or English, Must possess a currently valid Driving License to drive a heavy motor transport vehicle with practical experience of driving motor vehicles for not less than 3 years.
Gr-6	LV Driver	HV Driver, Junior Assistant/ LGS	(a) Transfer (b) D.R.	Must be able to read and write Telugu/Urdu or English, Must possess a current valid Light Motor Vehicle Driving License, with practical experience of driving motor vehicles for not less than 3 years with endorsement to drive Motor Cycle and Auto-Rickshaw.
No equivalent post for Conductor				

Recommendation

06.20. The Heavy/ Light Vehicle Drivers Gr-II in the PTD and other Government Departments perform similar duties. They also have the same qualification requirements. As such they can be equated for the purpose of assignment of pay scales. As far as the category of Conductor Gr-II is concerned there is no equivalent category in other government Departments performing similar nature of duties. It is however pertinent to note that in the PTD the Conductor Gr-II is an intermediate category, in terms of pay scales, between those of LV Driver Gr-II and Driver/HV Driver Gr-II. As per the existing Service Regulations, the categories of Driver Gr-I and Conductor Gr-I are only selection posts providing opportunities for career progression to certain percentages of the Driver Gr-II and Conductor Gr-II cadres. They however perform exactly the same duties as in the respective Gr-II posts. Keeping these aspects in mind the Commission assigns the following RPS 2018 pay grades to the categories mentioned above maintaining parity with those of the same categories in the other Government Departments:

- | | |
|----------------------------------|--------------------------|
| 6. Driver Gr-I/ HV Driver Gr-I | ₹.29980-94500 (Grade-10) |
| 7. Driver Gr-II/ HV Driver Gr-II | ₹.27500-87480 (Grade-8) |
| 8. Conductor Gr-I | ₹.28280-89720 (Grade-9) |
| 9. Conductor Gr-II | ₹.25220-80910 (Grade-7) |
| 10. LV Driver | ₹.23780-76730 (Grade-6) |

2. Assignment of Government pay scales to the employee categories in Group-II (Civil Engineering and Mechanical Engineering Wings):

a) Similar categories at par in Class-I (in hierarchical sequence)

Level, Pay Scale/ Grade	Category	Wing	Mode of appointment	Qualification
PTD Categories now placed at par				
4 186250-286600	E.D.(A)/ E.D.(E)	Civil Engineering/ Mechanical Engineering	(a)Promotion (b) D.R. (c) Transfer	a) 15 yrs service in Class-I of which 6 yrs as Regional Manager/HoD, 3 yrs as R.M./D.M., Degree holder; b) 15 yrs relevant experience including 6 yrs as DGM/RM/Functional Head, Degree holder; (c) From Chief Engineer/ Joint Secretary rank
3 112000-273200	Chief Civil Engineer	Civil Engineering	(a) Promotion (b) D.R.	(a) 10 years total service including 6 years service in Class-I Senior Scale, 2 years specific experience as Executive Engineer, Graduate Degree in Civil Engineering (b) Total experience of at least 10 years of which 6 years in a senior position as Executive Engineer in charge of construction of buildings and structures, 1st class Degree in Civil Engineering.
	Chief Mech Engineer (Maint.)/ Chief Mech Engineer (C&B)/ Chief Engineer (IE)	Mechanical Engineering	(a)Promotion (b) D.R.	(a) 10 years total service including 6 years service in Class-I Senior Scale, 2 years specific experience of dealing with Fleet Maintenance as Mech. Engineer (Operations)/Works Manager, Graduate Degree in Mechanical/ Automobile Engineering or DMIT(Auto) or AMIE (Mech) Sections A & B (b) Total experience of at least 10 years with 6 years in senior position in Workshops of which 3 yrs being in Automobile Workshops dealing with commercial vehicles, 1st class Graduate Degree in Mechanical/ Automobile Engineering or DMIT(Auto) or AMIE (Mech) Sections A & B

2 79000- 192670	Executive Engineer, Civil	Civil Engineering	(a) Promotion (b) D.R.	(a) 5 years service as DEE (Civil), Degree in Civil Engineering or AMIE or in the alternative a D.E.E.(Civil) with 10 years experience having exceptional merit (b) Graduate Civil Engineer or AMIE, 6 years experience as D.E.E. (Civil) or equivalent in the Government or any reputed Engineering firm engaged in construction work
	Dy. Chief Mech. Engineer / Works Manager	Mechanical Engineering	((a) Transfer (b) Promotion (c) Deputation	(a) Class-I SSO with 3 yrs service as D.M. and 5 yrs total service as JSO (b) 5 yrs total service as Class-I JSO including 3 yrs service as D.M. (c) Suitable officers from State/Central Govt.
1 57000- 142500	Dy Executive Engineer (Civil)/ Dy Executive Engineer (Elec)	Civil Engineering	(a) Promotion (b) Transfer.	D.E.E.(Civil):- (a) 3 years service as Asst Engineer (Civil), Graduate Degree in Civil/Architectural Engineering OR Diploma in Civil/Architectural Engineering with 5 years service as Assistant Engineer (Civil) OR must have put in total 10 years of service of which 5 years as Asst. Engineer (Civil) (b) Graduate Degree in Civil/Architectural Engineering or AMIE D.E.E. (Electrical):- Mutatis mutandis same as above
	Asst Mech Engineer / Asst Works Manager / Asst Mech Engineer (Tyres)	Mechanical Engineering	(a) Transfer from equivalent category (b) Promotion (c) D.R.	(b) Diploma in Mechanical/ Architectural Engineering with 5 yrs of service experience OR pass in SSC/ITI with 8 yrs of service experience, should have passed Higher Management Departmental Exam (c) Degree in Mechanical Engineering or pass in Section A & B of AMIE of Inst of Engineers, served a regular apprenticeship of 2 years in Mech Engineering (preference for Apprenticeship in a Workshop for manufacturing, assembly or repair, overhaul and maintenance of commercial vehicles, at least 2 yrs of post-training experience as Executive in control of a large Workshop engaged in manufacturing, assembly or repair, overhaul and maintenance of commercial motor vehicles

Compared categories in other Government Departments				
6 Gr-32	Engineer -in-Chief	Roads & Buildings Dept.	Promotion	At least 2 yrs service in feeder category
5 Gr-31	Chief Engineer		Promotion	At least 2 yrs service in feeder category
4 Gr-29	Superinte nding Engineer		Promotion	Degree in Engineering
3 Gr-25	Executive Engineer		Promotion	Degree in Engineering
2 Gr-23	Deputy Executive Engineer		(a) Promotion (b) Transfer	(a) Degree in Engineering (b) Lower Subordinate Diploma or Upper Subordinate (O.C.E.) of Osmania University or equivalent with service for a period of 13 years as Assistant Engineer or Technical Officer Special Grade or Technical Officer OR (b) Lower Subordinate Diploma or Upper Subordinate (O.C.E.) or an equivalent thereto, who were recruited as Overseer Draughtsman and later acquired Licentiate in Civil Engineering qualification must put in 11 years of service as Assistant Engineer or Technical Officer OR (c) Holders of Diploma in compressed course of Engineering who must put in eight years of service as Assistant Engineer, Technical Officer (Draughtsman) Special Grade or Technical Officer (Draughtsman) Grade-I.
1 Gr-21	Assistant Executive Engineer		(a)Direct Recruitment (b) Promotion	Degree in Engineering

Recommendation

06.21. Class-I Officers in the two Engineering Departments of PTD form a hierarchical ladder having four levels, as shown in the above table. We have compared this hierarchy with the same obtaining in the Roads & Buildings Department of the Government, which is the focal department for construction of all roads, buildings, bridges and other structures taken up by the Government (i.e., except the ones taken up by the Local Bodies). The major difference lies in the elongated hierarchy comprising of six levels in the R&B Dept. compared with a much shorter four level hierarchy in the PTD. We also observe that in the Government Departments (other than PTD) the Pay Grade-31 has been assigned to only the Chief Engineers and the Directors (Heads of the Government Departments)

of some of the major Departments such as the Directors of Animal Husbandry, School/Intermediate/Collegiate/Technical Education, Treasuries, Economics & Statistics, Police Communication, Ground Water and Factories etc. In most of the major Departments mentioned these are the 5th level positions in the hierarchy. On the other hand, the highest category of 'Executive Director' in the PTD is at the fourth level from the bottom of the ladder in respect of Class-I posts. It is also pertinent to note that there is an existing inter-Wing parity in pay scales in respect of all the Class-I categories in the various Wings of Group-II and Group-I. Considering the above, the Commission is of the view that it would be appropriate to maintain the existing inter-Wing parities between Class-I Officers of Group-I and Group-II and accordingly assigns the following pay grades in RPS 2018:

1. E.D.(A)/ E.D.(E) ₹.112610-174790 (Grade-30)
2. Chief Civil Engineer/
Chief Mech Engineer (Maint)/
Chief Mech Engineer (C&B)/ Chief Engineer (IE) ₹.94500-170580 (Grade-28)
3. Executive Engineer, Civil/
Deputy Chief Mech Engineer/ Works Manager ₹.76730-162780 (Grade-25)
4. Deputy Executive Engineer (Civil)/
Deputy Executive Engineer (Elec)/AsstMech Engineer/
Asst Works Manager/ AsstMech Engineer (Tyres) ₹.57100-147760 (Grade-21)

(b) Similar categories at par in Class-II & III (in hierarchical sequence)

Level, Pay Scale/ Grade	Category	Wing	Mode of appointment	Qualification
PTD Categories now placed at par				
4 41140- 137500	Assistant Engineer (Civil)/ Assistant Engineer (Elec)	Civil Engineering	(a)Promotion (b) D.R.	Asst. Engineer (Civil):- (a)3years service as Section Officer (Civil), Diploma in Civil/Architectural Engineering, pass in qualifying exam in Higher Civil Engineering Management (b) Graduate Degree in Civil/Architectural Engineering or AMIE or G.D. Architectural Engineering or equivalent OR Diploma in Civil/Architectural Engineering with 8 years experience as Supervisor in Govt or a private concern of repute Assistant Asst. Engineer (Electrical):- Mutatis mutandis same as above
	Assistant Engineer (Mech)/ Assistant Engineer (Vul)	Mechanical Engineering	(a)Promotion (b) D.R.	(a) 3 yrs service as Superintendent (Mech/Vul), pass in qualifying exam. in Higher Maintenance Management (b) Diploma in Mechanical/ Architectural/ Electrical & Electronics Engineering, served 2 yrs Apprenticeship in a Workshop engaged in manufacture and

				assembly or the repair, overhaul and maintenance of Commercial transport vehicle, 7 yrs service in a supervisory capacity in such a workshop, of which 3 yrs should be in a post equivalent to Superintendent (Mech).
3 32350-108100	Section Officer (Civil)/ Section Officer (Electrical)	Civil Engineering	(a)Promotion (b) D.R.	Section Officer (Civil):-(a) 3/5 years of service respectively in case of Deputy Section Officer (Civil)/Assistant Section Officer (Civil), Diploma in Civil/Architectural Engineering (b) Diploma in Civil/Architectural Engineering, 5 yrs service experience in a Supervisory capacity in the Govt. or in a private concern, Section Officer (Electrical):- Mutatis mutandis same as above
	Superintendent (Mech)/ Superintendent (Vul)	Mechanical Engineering	(a)Promotion (b) D.R.	(a) Not less than 3 years service as Deputy Superintendent (Mech/Vul) (b)Diploma in Mechanical/ Architectural/ Electrical & Electronics Engineering, served 2 yrs Apprenticeship in a Workshop engaged in manufacture and assembly or the repair, overhaul and maintenance of Commercial transport vehicle, 3 yrs service in a post corresponding to Mechanical Chageman in PTD
2 27650-92360	Deputy Section Officer (Civil)/ Deputy Section Officer (Elec)	Civil Engineering	(a)Promotion (b) D.R.	Deputy Section Officer (Civil): (a) 2 years service as Asst Section Officer (Civil), Diploma in Civil/Architectural Engineering, pass in qualifying exam. in Lower Civil Engineering Management (b) Diploma in Civil/Architectural Engineering Deputy Section Officer (Electrical):- Mutatis mutandis same as above
	Deputy Superintendent (Mech)/ Deputy Superintendent (Vul)	Mechanical Engineering	(a) Promotion (b) (b) D.R.	(a) 3 yrs service as Leading Hand and previous experience and knowledge of the Section having the vacancy, pass in the qualifying test of LMM. (b) Diploma in Mechanical/ Architectural/ Electrical & Electronics Engineering, served 3 yrs in a Workshop engaged in manufacture and assembly or the repair, overhaul and maintenance of commercial transport vehicle
1 26250-87780	Asst. Section Officer (Civil)/ Asst. Section Officer (Elec)	Civil Engineering	Promotion (for ASO, Civil)/ D.R. (for ASO, Electrical)	Assistant Section Officer (Civil):- (a) 2 years of service as Tracer and pass in qualifying exam. for those who are not Diploma holders and declaration of probation in case of Tracers having Diploma in Civil/ Architectural Engineering. Assistant Section Officer (Electrical):- Diploma in Electrical Engineering

	Leading Hand/ Leading Hand (Vul)	Mechanical Engineering	Promotion	5 yrs of service in the feeder category (Mechanics, Other Artisans)
Compared categories in other Government Departments				
4 Gr-19	Assistant Engineer	Roads & Building Dept.	(a)D.R. (b) Promotion (c) D.R. of Work Inspectors	(a) & (b) Diploma or Degree in Engineering (c) 10 years of service out of which 3 years as Work Inspector (Grade-I)
	Technical Officer		Promotion of Assistant Technical Officer	SSC and Diploma in Engineering (3 years) orSSC with Trade Certificate (ITI) in Draughtsman (Civil/Mechanical) or Intermediate Vocational Certificate with relevant subjects.
3 Gr-14	Assistant Technical Officer		Promotion of Junior Technical Officer	SSC, Diploma in Engineering (3 years) or a SSC with Trade Certificate (ITI) in Draughtsman (Civil/Mechanical) or Intermediate Vocational Certificate with relevant subjects.
2 Gr-12	Junior Technical Officer		(a)D.R. (b) Promotion of Tech Asst(c) D.R. from work charged establishment with prescribed qualifications	
1 Gr-9	Technical Assistant (Formerly Tracer)		(a) D.R. (b) Promotion of Printing Technician (c)Transfer from other services	

Recommendations:

06.22. We have attempted a comparison of the four-level hierarchy in the PTD with the corresponding hierarchy in the Roads and Buildings (R&B) Department of the Government. We find that in the R&B Department the category of Technical Officer (T.O.) has traditionally been given parity with the Assistant Engineer, whereas in the PTD the corresponding categories of Section Officer (Civil)/ Section Officer (Electrical)/ Superintendent (Mech), with equivalent academic qualification requirement as that of the T.O., are the feeder categories to the posts of Assistant Engineer (Civil/Elec)/ Assistant Engineer (Mech). We however find a shade of difference in the qualifications prescribed and job profiles assigned to these feeder and promotion categories in the PTD and therefore find the hierarchical positioning justified. As in the case of the other Wings in Group-I discussed earlier, the categories of Deputy Section Officer (Civil/Elec)/ Deputy Superintendent (Mech) do not have any corresponding equivalence in the R&B Department. The next level posts of Assistant Section Officer (Civil/Elec)/ Leading Hand can be equated with the R&B Department category of Assistant Technical Officer. Again,

the Junior Technical Officer does not have any equivalent rank in the hierarchy of PTD. Finally, the category of Technical Assistant (formerly Tracer) in the R&B Department used to have a corresponding comparable post of Tracer only in the Civil Engineering Wing of PTD. However the work turned out by the category of Tracer is since being outsourced by the APSRTC. Considering the above, we assign the following pay scales to the above mentioned categories in the PTD:

1. Assistant Engineer (Civil)/
Assistant Engineer (Elec)/
Asst Engineer (Mech)/ Asst Engineer (Vul) ₹.48440-137220 (Grade-19)
2. Section Officer (Civil)/
Section Officer (Elec)/
Superintendent (Mech)/Superintendent (Vul) ₹.45830-130580 (Grade-18)
3. Deputy Section Officer (Civil)/
Deputy Section Officer (Elec)/
Deputy Superintendent (Mech)/
Deputy Superintendent (Vul) ₹.40970-124380 (Grade-16)
4. Assistant Section Officer (Civil)/
Assistant Section Officer (Elec)/
Leading Hand /Leading Hand (Vul) ₹.37640-115500 (Grade-14)

(c) Similar categories at par in Class-IV (in hierarchical sequence)

Level, Pay Scale/ Grade	Category	Wing	Mode of appointment	Qualification
PTD Categories now placed at par				
2 18660- 62460	Work Inspector (Tech/Non- Tech)	Civil Engineering	Promotion	ITI, 3 yrs of service as Fieldman (Service Regulation not placed and qualification is as reported by the Dept.)
	Deputy Mechanic	Mechanical Engineering	Promotion	3 yrs of service as Assistant Mechanic, possess fair degree of proficiency in handling tools pertaining to the section in which vacancy exists
1 16890- 56520	Fieldman	Civil Engineering	D.R.	ITI (Service Regulation not placed, information as reported by the Dept.)
	Assistant Mechanic/ Assistant Mechanic (Vul)	Mechanical Engineering	(a) D.R. (b) Transfer	ITI with Diesel Mechanic Trade (preference for those with Apprenticeship training in maintenance of Heavy Passenger/ Heavy Goods vehicles of Govt/PSU with fleet strength of 200 or more)
Compared categories in other Government Departments				
No corresponding categories				

Recommendation

Work Inspectors-

06.23. There are no equivalent categories of posts in the other Government Departments. Some Work Inspectors of various skill levels work in the Government in Work Charged establishments. They also work in the Local Bodies. There are 7 Non-Technical and 1 Technical Work Inspectors now working in the PTD.

Assistant Mechanic/ Assistant Mechanic (Vul) -

06.24. A representation was received to equate the category of Assistant Mechanic with those of Security Constable and Conductor. However we find that their job profiles are entirely different. The Assistant Mechanic basically assists the Deputy Mechanic in attending to minor repairs. Moreover such equivalence, as requested, was never established earlier in the past. All along this category and also that of Fieldman have been assigned the lowest pay scale in Class-IV services of APSRTC.

06.25. Considering the nature of duties, hierarchical position and the existing pay scales assigned to the above mentioned categories as well as their promotion posts in the APSRTC, we are of the view that it would be appropriate to assign them the following pay scales:

1. Work Inspector (Tech/Non-Tech)/ Deputy Mechanic ₹.21200-65360 (Grade-3)
2. Fieldman/ Assistant Mechanic/ Assistant Mechanic (Vul) ₹.20000-61960 (Grade-1)

(d) Other disparate categories in Class- III and IV in Group-II

1-3. Mechanical Engineering Wing, PTD- Artisan Gr-I, Artisan Gr-II, Hammerman				
Class/ Pay Scale	Category	Promotion/Feeder Category	Mode of appointment	Qualification
III 24200- 80990	Artisan Gr-I	Leading Hand/ Artisan Gr-II	(a) Promotion (b) D.R.	(a) Artisan Gr-II with ITI or other Artisan Gr-II (b) ITI candidate who has completed training
	Mechanic Gr-I/ Tyre Mechanic Gr-I	Leading Hand/ Mechanic Gr-II, Tyre Mechanic Gr-II	Promotion	By selection of suitable Mechanic Gr-II/ Tyre Mechanic Gr-II
III 20300- 67790	Mechanic Gr-II, Tyre Mech Gr-II, Artisan Gr- II (Electrician- AC/DC, Coach Builder, Panel Beater, Painter, Welder/Tinsmith, Trimmer, Black	Leading Hand, Artisan Gr-I/ Hammerman, Dy Mechanic, Asst Mechanic,	(a) Promotion (b) D.R.	(a) (i) ITI with 2 yrs service OR Non-ITI with 4 yrs service (ii) Pass in Trade Test (iii) ability to read and write simple sentences in Telugu, English or Hindi (b)

	Smith, M/W Mech, Machinist, Vulcaniser, M/W Mech (Vul), Electrician-AC (Vul)			Holder of National Trade Certificate in the Trade in which vacancy exists, pass in a Trade Test in the Trade in which vacancy exists
IV 19160-64160	Hammerman	Artisan Gr-II/ Dy. Mechanic, Asst Mechanic	(a) Promotion (b) D.R.	(a) Pass in a Trade Test (b) Ability to read and write simple language, must pass in a Trade Test
Compared category in R&B Department				
No corresponding categories				

Recommendation:

06.26. These three categories constitute a hierarchy of feeder/promotion posts below that of the Leading Hand. The Category of Artisan Gr-I provides a promotional avenue for the Artisans Gr-II, but they discharge the same duties as the latter. There are no equivalent complement of posts in any other Government Department. Keeping in mind the existing pay scales, relative positions in the hierarchy, qualifications prescribed and duties entrusted to these categories, the Commission recommends assignment of the following pay scales:

- 1. Artisan Gr-I, Mechanic Gr-I, Tyre Mechanic Gr-I ₹.28280-89720 (Grade-9)**
- 2. Mechanic Gr-II, Tyre Mech Gr-II, Artisan Gr-II,(Electrician- AC/ DC,Coach Builder, Panel Beater, Painter, Welder/ Tinsmith, Trimmer, Black Smith, M/W Mech, Machinist), Vulcaniser,M/W Mech (Vul), Electrician- AC (Vul) ₹.25220-80910 (Grade-7)**
- 3. Hammerman ₹.22460-72810 (Grade-4)**

3. Assignment of Government pay scales to the employee categories in Group-III (Medical and Security Wings):

06.27. The two PTD Wings included in this group do not discharge any of the core functions of the organisation (APSRTC). They provide specialised professional services, namely Medical and Healthcare facility and Security services respectively to the APSRTC. We have taken up the exercise of assignment of pay scales to the personnel of these two wings separately as there is nothing in common either between them or with any other Wing of the PTD. In the Commission's view inter-Wing equations of parity is not a major factor in deciding about the appropriate pay scales to be assigned to the various categories in the Medical and Security Wings. We have therefore given more emphasis to considering the equivalence of these categories to the similarly placed functionaries in the other parallel Government Departments who perform similar functions.

(i) Medical Wing:

06.28. The Medical Wing manages a 50 bedded Central Hospital at Vijayawada and 19 dispensaries located in 13 districts of Andhra Pradesh to provide free health care services, i.e. in-patient, out-patient (consultancy, diagnostics and pharmacy) and referral services, to the employees, serving and retired, of the PTD and their family members. The Doctors and para-medical staff also conduct periodical medical check-up of employees, particularly Drivers, at regular intervals to ensure their physical fitness to perform allotted duties. The total number of persons covered under the medical care system of APSRTC, including the family members of the employees and pensioners, would be about 3 lakh. The Chief Medical Officer is the Head of the Medical Wing and he reports to the Executive Director (Administration). Presently, 38 Doctors (including 25 working on contract basis) and 87 regular paramedical staff are working in the Medical Wing of APSRTC.

We now proceed to consider fixation of pay scales for the employees of the Medical Wing.

a) Categories in Class-I (in hierarchical sequence)

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of Appointment	Qualification
PTD Categories				
3 112000- 273200	Chief Medical Officer	--/Senior Medical Officer (Civil Surgeon/ Civil Surgeon Specialist)	(a) Promotion (b) Deputation	a) Must have completed a total service of 10 yrs of which at least 6 yrs should be in Class-I Senior Scale, possess a MBBS Degree or its equivalent, possess a Post Graduate Degree in medical science ; b) Deputation of an Additional Director of Medical & Health Services from the Government

2 79000- 192670	Senior Medical Officer (Specialist)	Chief Medical Officer/ Medical Officer (Civil Asst. Surgeon)	(a) Promotion (b) Deputation	(a) Must possess a MBBS/BDS Degree or its equivalent, must possess PG Degree/PG Diploma in related clinical speciality, must have put in 5 years of service in the PTD of which 2 years must be after obtaining PG Degree OR must have put in 9 years of service in the PTD of which 2 years must be after obtaining PG Diploma (b) Deputation of Medical Officers from Medical & Health Services of the Government
	Senior Medical Officer (Civil Surgeon)			(a) Must possess a MBBS/BDS Degree or its equivalent, must have put in 12 years of service as Civil Asst. Surgeon in the PTD; (b) Deputation of Medical Officers from Medical & Health Services of the Government
1 57000- 142500	Medical Officer (General) (Civil Asst. Surgeon)	Senior Medical Officer/-	D.R.	(i) Holder of MBBS Degree (ii) must have completed one year of House Surgeonship (iii) must be registered with any of the State Medical Councils (iv) must have 5 yrs experience after House Surgeonship in any Government/ Corporate/ Private/ Missionary Hospital OR in possession of PG Degree (M.D.) OR have PG Diploma in the required clinical speciality followed by 3 yrs of experience
	Medical Officer (Specialist) (Civil Asst. Surgeon)	Senior Medical Officer (Specialist)/-	D.R.	(i) Holder of MBBS Degree (ii) must have completed one year of House Surgeonship (iii) must be registered with any of the State Medical Councils (iv) must have either PG Degree in the clinical speciality for which recruitment is made OR have PG Diploma in the required clinical speciality followed by 3 yrs of experience.
Compared categories in the Government Health, Medical and Family Welfare Department				
3 Gr-28	Civil Surgeon	Additional Director/ Deputy Civil Surgeon, Regional Medical Officers and Senior Medical Officers etc	Promotion	(i)M.B.B.S. or its equivalent (ii) Post Graduate Degree or Diploma in relevant field

2 Gr-25	Deputy Civil Surgeon	Civil Surgeon/ Civil Assistant Surgeon, Health Officers and equivalent	Promotion	MBBS degree and four years service as a Civil Assistant Surgeon
1 Gr-22	Civil Assistant Surgeon	Deputy Civil Surgeon/--	D.R.	Civil Assistant Surgeon: MBBS Degree or equivalent. Medical Officers in Municipalities and Municipal Corporations: MBBS and M.D. SPM/DPH

Recommendation

06.29. The PTD Employees' Associations have requested us to equate the various categories of employees in the Medical Wing with the corresponding categories in the Govt. HM&FW Department. We agree with the same. The aforementioned three categories in the Medical Wing are professionally equivalent to their counterparts in the Government and discharge exactly same functions. In view of this we have no hesitation in assigning them pay scales on par with the similar rank holders in the Medical & Health Department of the Government. We are conscious of the fact that at the entry level, the category of Medical Officers (CAS) in PTD are at present enjoying the same scale (Junior Scale) as that of the entry level posts in the other Wings. However considering the level of academic qualification, which involves greater degree of time, effort and resources, critical nature of duties and added risk and responsibilities (of dealing with human lives and well being), associated with this post we feel it would be justified in assigning a higher pay scale to this category. The pay scales recommended to be assigned are as follows:

1. Chief Medical Officer ₹.94500-170580 (Grade-28)
2. Senior Medical Officer (Specialist)/
Senior Medical Officer (Civil Surgeon) ₹.76730-162780 (Grade-25)
3. Medical Officer (General)/
Medical Officer (Specialist) ₹.61960-151370 (Grade-22)

b) Categories in Class-II & III (in hierarchical sequence)

(i) Nursing Staff

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
PTD Categories				
5 41140-137500	Nursing Superintendent	--/Head Staff Nurse	Promotion	a) Must have completed a total service of 10 yrs in the Corporation, must pass a departmental qualifying examination

4 32350-108100	Head Staff Nurse	Nursing Superintendent/ Staff Nurse	(a) Promotion (b) D.R.	(a) Must have rendered 7 years of service as Staff Nurse (b) must have passed Diploma in General Sick Nursing (GSN) and Mid-wifery from a recognised Institution having undergone training for at least 3 years in GSN of men and women and for 6 months in Mid-wifery, must have rendered service as Staff Nurse in an approved Institution for a period of at least 7 years
3 27650-92360	Staff Nurse	Head Staff Nurse / ANM	(a) Promotion (b) D.R.	(a) Must have rendered 7 yrs of service as ANM, must have passed Departmental qualifying examination (b) must have passed Diploma in GSN and Mid-wifery from a recognised Institution having undergone training for at least 3 years in GSN of men and women and for 6 months in Mid-wifery
2 26250-87780	Auxiliary Nurse Midwife (ANM)	Staff Nurse/ Female Nursing Orderly	(a) Promotion (b) D.R.	(a) Must have rendered 7 years of service as Female Nursing Orderly, must have passed Departmental qualifying Test (b) pass in SSC, must have obtained training and pass in Mid-wifery examination from a Government hospital
1 19160-64160	Nursing Orderly (Male/Female)	ANM/ Class-IV employees	(a) Promotion, and if no suitable candidate available, (b) D.R.	(a) Must have rendered 5 years of service in the feeder category, must have First-Aid Certificate (b) pass in SSC, must have Certificate of St John's Ambulance (First Aid Certificate)
Compared categories in the Government Health, Medical and Family Welfare Department				
5 Gr-20	Nursing Superintendent Gr-II	Nursing Superintendent Gr-I/ Head Nurse	Transfer of Head Nurse	Sameas qualification of Head Nurse/ Staff Nurse i.e. pass in Intermediate plus 3 years training in General Sick Nursing and 6 months Midwifery training
4 Gr-18	Head Nurse	Nursing Superintendent Gr-II/ Staff Nurse	Promotion	Pass in Intermediate plus pass in either 3 ½ years training course in General Nursing and Midwifery or (4) years training course of B.Sc Nursing.

3 Gr-16	Staff Nurse	Head Nurse/ ANM, Maternity Assistant	(a) Promotion (b) Transfer	Pass in Intermediate plus pass in either 3 ½ years training course in General Nursing and Midwifery or (4) years training course of B.Sc Nursing.
2 Gr-10	ANM	Staff Nurse/--	D.R.	Must be holder of ANM Certificate from a recognised Institution in the State
1 Gr-2	Nursing Orderly Gr-I	--/Nursing Orderly Gr-II	(a) Promotion (b) D.R.	(a) Must have passed VIII th class in a recognised School, satisfactory service for a period of not less than 5 years as Nursing Orderly Grade II.

Recommendation

06.30. In the HM&FW Department the category of Nursing Orderly is not in the line of hierarchy of Nursing Staff. This category of staff provides a combination of janitorial and patient care services. It is common for Orderlies to be responsible for tasks such as ensuring that medical equipments are properly sterilized, cleaning rooms and beds and changing bed sheets etc. However, all the five categories of the Medical Wing of PTD, mentioned above, perform exactly the same duties as their counterparts in the HM&FW Department of the Government and also possess the same professional qualification and skill. Accordingly we assign them pay scales at par with those of the compared categories in the HM & FW Department, as follows:

- | | |
|----------------------------------|---------------------------|
| 1. Nursing Superintendent | ₹.54060-140540 (Grade-20) |
| 2. Head Staff Nurse | ₹.45830-130580 (Grade-18) |
| 3. Staff Nurse | ₹.40970-124380 (Grade-16) |
| 4. Auxiliary Nurse Midwife (ANM) | ₹.29980-94500 (Grade-10) |
| 5. Nursing Orderly (Male/Female) | ₹.20600-63660 (Grade-2) |

(ii) Pharmacists

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
PTD Categories				
2 27650- 92360	Pharmacist Gr-I	Pharmacist Gr-II	(a) Promotion, and if not available, (b) D.R.	a) Must have completed a service of 7 yrs as Pharmacist Gr-II, must have passed the departmental qualifying examination (b) must have passed B.Pharmacy, must have rendered service as Pharmacist for at least 7 years in in an Institution of repute or in Govt/PSU
1 26250- 87780	Pharmacist Gr- II	Pharmacist Gr-I	D.R.	Must have passed Intermediate (Sc.) followed by Diploma in Pharmacy (B.Pharmacy is preferred)

Compared categories in the Government Health, Medical and Family Welfare Department				
2 Gr-15	Pharmacist Gr-I	Pharmacy Supervisor/ Pharmacist Gr-II	Promotion	-
1 Gr-13	Pharmacist Gr-II	Pharmacist Gr-I	D.R.	Intermediate (Sc.) or its equivalent examination with a Diploma in Pharmacy (2 years) awarded by the Andhra State Board of Technical Education plus 3 months internship

Recommendation

06.31. The two categories of Pharmacist Gr-I and Pharmacist Gr-II perform exactly the same duties as their counterparts in the HM&FW Department of the Government and also have the same professional qualification and skill. Accordingly we recommend for them pay scales on par with those recommended for the compared categories in the HM & FW Department, as follows:

- | | |
|----------------------------|----------------------------------|
| 1. Pharmacist Gr-I | ₹.38720-118390 (Grade-15) |
| 2. Pharmacist Gr-II | ₹.35570-109910 (Grade-13) |

iii) Laboratory Staff

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
PTD Categories				
3 27650-92360	Laboratory Technician Gr-I	--/ Laboratory Technician Gr-II	(a) Promotion, and if not available, (b) D.R.	a) Must have completed a service of 7 yrs as Lab Technician Gr-II, must have passed the departmental qualifying examination (b) must have passed Degree exam, must possess a Certificate in Lab Technician Training Course, must have rendered service as Lab Technician for at least 7 years in an Institution of repute or in Govt/PSU
2 26250-87780	Laboratory Technician Gr-II	Laboratory Technician Gr-I/ Laboratory Assistant	(a) Promotion, and if not available, (b) D.R.	(a) Must have completed a service of 7 yrs as Lab Assistant, must have passed Departmental examination (b) Must have passed Intermediate Examination, must possess a Certificate in Lab Technician Training Course
1 18660-62460	Laboratory Assistant	Laboratory Technician Gr-II	D.R.	Pass in SSC exam., must have obtained Certificate of Lab Attendant Training Course, must have rendered at least 2 years service as Lab Assistant in an Institution of repute or Government/PSU

Compared categories in the Government Health, Medical and Family Welfare Department				
3 Gr-15	Laboratory Technician Gr-I	Laboratory Technician Gr-II	Promotion	
2 Gr-12	Laboratory Technician Gr-II	Laboratory Technician Gr-I/ Lab Attendant	(a) Promotion (b) D.R.	Pass in Intermediate, must possess Certificate of Certified Laboratory Technician Training Course (6 months to 1 year)
1	Laboratory Assistant	No corresponding post in non-teaching hospitals		

Recommendation

06.32. The above mentioned two hierarchies of Laboratory staff are identical in respect of their duties and functions and professional qualifications. In respect of the category of Lab Assistant we feel it appropriate to maintain the current parity with the category of Dark Room Assistant (discussed below). Accordingly, we recommend pay scales for the Laboratory staff on par with those recommended for the compared categories in the HM & FW Department/ Dark Room Assistant, as follows:

- | | |
|--------------------------------|---------------------------|
| 1. Laboratory Technician Gr-I | ₹.38720-118390 (Grade-15) |
| 2. Laboratory Technician Gr-II | ₹.34580-107210 (Grade-12) |
| 3. Laboratory Assistant | ₹.22460-72810 (Grade-4) |

(iii) Radiology staff

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
PTD Categories				
2 26250-87780	Radiographer Gr-II	--/ Dark Room Assistant	(a) Promotion, and if not available, (b) D.R.	a) Must have completed a service of 7 yrs as Dark Room Assistant, must have passed the departmental examination (b) must have passed Intermediate exam, must have passed CRA examination
1 18660-62460	Dark Room Assistant	Radiographer Gr-II / --	D.R.	Must have passed SSC Examination, must possess a Certificate of having completed Dark Room Attendant Training Course, must have rendered service as a Dark Room Assistant for not less than 2 years in an Institution of repute or in the Government/PSU.

Compared categories in the Government Health, Medical and Family Welfare Department				
2 Gr-13	Radiographer	Chief Radiographer/ Dark Room Assistant	(a) D.R. (b) Promotion	Intermediate, Pass in CRA course examination, 1 year Diploma in Certified Radiology, preference is given to the candidates who in addition possess B.Sc., M.Sc., B.Sc.(Hons) with Physics as the main subject
1 Gr-4	Dark Room Attendant	Dark Room Assistant /---	Promotion	Pass in Middle School or other equivalent examination, experience in photography and Darkroom work (Development of Film). Preference is given to those who worked under photographers of repute.

Recommendation

06.33. On comparison of the two mentioned paramedical categories of PTD with the corresponding posts in the HM&FW Department, we find that the academic as well as professional qualifications and nature of duties prescribed for the category of Radiographer in the HM&FW Department and the PTD are the same. However in the case of Dark Room Assistant of PTD, the professional qualification required is that of the Dark Room Attendant in the HM&FW Department, although the category is designated as 'Dark Room Assistant'. Taking this into consideration we assign the following pay scales to the two categories on par with their counterparts in the HM&FW Department:

- | | |
|-------------------------------|----------------------------------|
| 1. Radiographer Gr-II | ₹.35570-109910 (Grade-13) |
| 2. Dark Room Assistant | ₹.22460-72810 (Grade-4) |

(c) Other disparate categories in Class- II, III and IV in Group-III

1. Medical Wing, PTD- Physiotherapist				
Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
1 27650-92360	Physiotherapist	Standalone post	D.R.	Must have passed Intermediate exam, must have obtained training in Electro Therapy or Physiotherapy or Physical training with special reference to massaging for at least 2 years from a recognised institution.

Compared categories in the Government Health, Medical and Family Welfare Department				
1 Gr-13	Physiotherapist (General)	Standalone post	(a) Transfer from any other service, and if not available, (b) D.R.	Must have passed Intermediate, must have undergone training in Electrotherapy or Physiotherapy or Physical training with special reference to massaging for at least two years from a recognized institution

Recommendation

06.34. The category of Physiotherapist in the Medical Wing of PTD as well as that in the HM&FW Department are identical in respect of their functions and qualifications and both are standalone posts without any promotion/feeder categories. We therefore feel it appropriate to assign the same pay scale as recommended to the Physiotherapist in HM&FW Department i.e., ₹.35570-109910 (Grade-13) to this category.

2. Medical Wing, PTD- ECG Technician Gr-II				
Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
1 26250- 87780	ECG Technician Gr-II	ECG Technician Gr-I/ --	D.R.	Must have passed Intermediate exam. (preference for B.Sc. candidates), must have obtained training of 6 months in ECG in any Govt. Hospital or an Institution of repute.
Compared category in the Directorate of Medical Education, Government Health, Medical and Family Welfare Department				
1 Gr-12	ECG Technician	Standalone post	D.R.	Must have passed Intermediate examination with Science subject, must have undergone training in E.C.G. for a period of not less than 6 months in a Government Hospital or any Institution or reputed organization

Recommendation

06.35. There is only one post of ECG Technician Gr-II in the PTD. As such there is no opportunity for further promotion in the regular line by upgradation as ECG Technician Gr-I. Equating the above two comparable posts we assign the pay scale ₹.34580-107210 (Grade-12) to the category of ECG Technician Gr-II.

3. Medical Wing, PTD- Ward Boy/Ward Girl				
Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
1 18660-62460	Ward Boy/ Ward Girl	NIL	(a) Transfer of Class-IV employees, and if not available, (b) D.R.	(a) Must have passed 7 th class, must pass an aptitude test, must have Certificate of St John's Ambulance Association (First Aid) (b) Must have passed SSC exam, must pass an aptitude test, must have Certificate of (First Aid)
Compared category in the Directorate of Medical Education, Government Health, Medical and Family Welfare Department				
1 Gr-1	Ward Boy	Standalone post	D.R.	Must be able to read and write Telugu or Urdu or English or Hindi, Should have training in First Aid

Recommendation

06.36. A Ward Boy looks after the needs and wants of patients under their care. They maintain patient hygiene by providing bed-pans, baths, bandage redressing, changing of bed sheets and such activities. They are also expected to help with basic jobs like taking patient temperature, handing over medicine, serving meals and such other activities. This category in all the Heads of Departments under the Government's HM&FW Department as well as in the Prisons and Correctional Service Department carry the Pay Grade of 1. Accordingly we assign the same pay scale ₹.20000-61960 (Grade- 1) to this category in the PTD.

(ii) Vigilance & Security Wing:

06.37. As the name suggests the Vigilance & Security Wing provides safety and security to the movable and immovable assets of APSRTC. It also undertakes Vigilance enquiries and conducts surprise checks. The Department functions under the guidance and control of the Director (Vig. & Security), who is assisted by the Assistant Director (Vig. & Security) and a whole chain of staff comprising of Security Officer, Chief Security Inspectors, Security Inspectors, Sub-Inspectors, Asst Sub-Inspectors, Head Constables and Constables. The APSRTC also deploys, on deputation basis, a contingent of Police Circle Inspectors, Sub-Inspectors, Head Constables and Constables. Details relating to the Security Wing Staff for the purpose of fixation of pay scales are as follows:

(a) Categories in Class-I, II & III (in hierarchical sequence)

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
PTD Categories				
8 79000-192670	Assistant Director Vig. & Security	--/ Vigilance & Security Officer	(a)Promotion, and if not available (b) Deputation	(a) Must have put in at least 5 years of service as Vig. & Security Officer, must be a graduate (b) Deputation of Police Officer in the rank of Additional S.P.
7 57000-142500	Security Officer/ Vigilance & Security Officer	--/Chief Security Inspector	(a) D.R. (b) Deputation (c) Promotion	(a)Graduate (Ex-Indian Commissioned Officers of Defence Service or Officers of Police Dept not below the rank of DSP to be preferred) (b) Police Officer not below the rank of DSP (c) must have rendered 15 years of service in a Supervisory capacity in Security Wing and must have put in 5 years of service as Chief Security Inspector
6 41140-137500	Chief Security Inspector	Security Officer/ Security Inspector	Promotion	Must have served for 3 years as Security Inspector, must have passed Departmental qualifying exam. in Higher Security Management
5 32350-108100	Security Inspector	Chief Security Inspector/ Security Sub-Inspector	(a) Promotion, and if not available, (b) D.R.	(a) Must have passed SSC exam, must have put in 3 years of service as Security Sub-Inspector (b) <u>Civilian</u> :- Graduate, must have minimum height of 1.68 metres and chest size of at least 81-86 cm; <u>Ex-Military</u> :- must be an Ex-Junior Commissioned Officer, must have passed SSC, must have minimum height of 1.68 metres and chest size of at least 81-86 cm, conduct must be exemplary in discharge certificate
4 27650-92360	Security Sub-Inspector	Security Inspector/ Security Assistant Sub-Inspector	(a) D.R. (b) Promotion	(a) Graduate, must have minimum height of 1.68 metres (1.64 mts for S.T. candidates), chest size must be at least 87 cm on full inspiration with minimum expansion of 5 cm (not below 83.8 cm and expansion of 5 cm for S.T. candidates), Women candidates should not be below 1.525 mts in height and 45.5 Kgs in weight (b) Must have passed SSC exam., must have put in at least 3 years of service as Security Assistant Sub-Inspector, must have passed Departmental exam in Lower Security Management
3 26250-87780	Security Assistant Sub-Inspector	Security Sub-Inspector/ Security Head Constable	(a) Promotion, and if not found suitable,	(a) Must have passed SSC exam., must have put in at least 3 years of service as Security Head Constable, must pass a qualifying test (b) <u>Civilians</u> :- Graduate, must have minimum height of 1.68 metres and chest size of at least 81-86

			(b) D.R.	cm; <u>Ex-Military</u> :- must be an Ex-Junior Commissioned Officer, must have passed SSC, must have minimum height of 1.68 metres and chest size of at least 81-86 cm, conduct must be exemplary in discharge certificate
2 21670- 72430	Security Head Constable	Security Assistant Sub-Inspector/ Security Constable	(a) Promotion, and if not found suitable, (b) D.R.	(a) By promotion of Security Constable (b) <u>Ex-Military</u> :- Must have passed 8 th class, must have minimum height of 1.68 metres and chest size of at least 81-86 cm, conduct must be exemplary in discharge certificate
1 19580- 65450	Security Constable	Security Head Constable/--	(a) D.R. (b) Transfer	(a) <u>Ex-Military</u> :- Must have passed 8 th class exam., must have minimum height of 1.68 metres (1.60 mts for ST candidates) and chest size of at least 82-87 cm (78.8-83.8 cm) for ST Candidates), conduct must be exemplary in discharge certificate: <u>Civilians</u> :- Must have passed SSC, must have minimum height of 1.68 metres (1.60 mts for ST candidates) and chest size of at least 82-87 cm (78.8-83.8 cm for ST Candidates) (other things being equal, preference for candidates trained in the Territorial Army)

Compared categories in the Government Prisons & Correctional Services Department

7 Gr-25	Superintendent of Jails	D.I.G., Prisons/ Deputy Superintendent of Jails	Promotion	Must have passed Graduate Degree, must have passed Departmental Test and Accounts Test
6 Gr-21	Deputy Superintendent of Jails	Superintendent of Jails/ Jailor	(a) D.R. (b) Promotion	(a) Graduate Degree (b) Graduate Degree, Pass in Departmental Test and Accounts Test
5 Gr-19	Jailor	Deputy Superintendent of Jails/ Deputy Jailor	Transfer	Graduate Degree, Pass in Departmental Test and Accounts Test
4 Gr-17	Deputy Jailor	Jailor/ Chief Head Warder	(a) D.R. (b) Promotion (c) Transfer of Senior Asst.	(a) Graduate Degree (b) Intermediate, pass in Accounts Test and Departmental Tests (c) Graduate Degree, Pass in Accounts Test and Departmental Tests
3 Gr-13	Chief Head Warder	Deputy Jailor/ Head Warder	Promotion	--
2 Gr-11	Head Warder	Chief Head Warder/ Warder	Promotion	--
1 Gr-7	Warder	Head Warder/ --	D.R.	Intermediate. Preference for those having undergone Civil Defence training and gained experience as home-guard

Recommendation

06.38. The service Associations have requested to assign pay scales to the employees of the Security Wing on par with those fixed for the equivalent categories in the Police Department.

06.39. The Commission has already articulated earlier in Volume-II of this report that historically, in all the Pay Revisions since 1993, the posts in the Police hierarchy have been given primacy in assignment of pay grades compared to their counterparts in the other uniformed Departments of the Government such as Fire Services, Prisons & Correctional Services, Excise & Prohibition, Forest and Transport Departments. This is in view of the much wider range and scope of duties and responsibilities entrusted to the Police Department's functionaries. The civil police has to take care of the task of maintenance of law and order, protection of lives and properties, control of crime, crowd and traffic control etc. besides discharging enforcement responsibilities under the statutes of various regulatory departments of the State Government. The demanding nature of the duties cast on the Police personnel is amply demonstrated in the role played by them as frontline warriors to contain the ravaging Covid-19 pandemic. Due to this reason we have, in the above Table, compared the various categories of posts in the Vigilance & Security Wing of the PTD with those of the Prisons & Correctional Services Department, which is an apt representative of the cohort of five uniformed departments mentioned above.

06.40. On a comparison of the two hierarchies, it is evident that the Vigilance & Security Wing of PTD has eight different levels compared to seven in the Prisons Department. In our view the fourth level post in the hierarchy of Prisons Department has two split levels (4 &5) in that of the Vig. & Security Wing. It is also seen that the academic qualifications prescribed for the categories of Security Constable and Security Head Constable are lower than those of the corresponding categories (Warder and Head Warder) in the Prisons Department

06.41. Considering the above, the Commission feels it would be apt to assign the following pay scales to the various categories in the Vigilance & Security Wing:

1. Assistant Director, Vig. & Security	₹.76730-162780 (Grade-25)
2. Security Officer	₹.57100-147760 (Grade-21)
3. Chief Security Inspector	₹.48440-137220 (Grade-19)
4. Security Inspector	₹.45830-130580 (Grade-18)
5. Security Sub-Inspector	₹.40970-124380 (Grade-16)
6. Security Assistant Sub-Inspector	₹.35570-109910 (Grade-13)
7. Security Head Constable	₹.28280-89720 (Grade-9)
8. Security Constable	₹.23780-76730 (Grade-6)

4. Assignment of pay scale to the Common Categories in Class-I

06.42. The PTD has at present four common cadres in Class-I Officers rank. These are as follows:

- (i) Super Scale (Executive Director)
- (ii) Special Scale (HoD/Regional Manager)
- (iii) Senior Scale
- (iv) Junior Scale (Depot Manager)

06.43. The PTD Officers' Association has requested the Commission to equate the four categories of Executive Director, Regional Manager/HoD, Senior Scale Officer and Depot Manager with the posts of Additional Commissioner, Joint Commissioner, Deputy Commissioner and Assistant Commissioner respectively in the Transport Department of State Government.

(i) Executive Director

06.44. The Department has seven posts of Executive Director (E.D.), three at the Commissioner's Office and four in the Zones. The Commission has already recommended appropriate pay scale to the category of Executive Director working in the Commissioner's Office. The same pay scale [**₹.112610-174790(Grade-30)**] shall be applicable to the zonal E.Ds also.

(ii) Regional Manager/ Head of Department (Wing)

06.45. The Regional Managers are appointed by promotion by selection from among the Class-I Senior Scale Officers (except Medical Dept) who have put in a minimum of 10 years service in the Corporation out of which at least 5 years should be in the Class-I Senior Scale. He should also have worked as Divisional Manager/Depot Manager for not less than 3 years and possess a Graduate Degree. This post is inter changeable with that of Head of Department (Wing). **Considering this, the Commission assigns the pay scale of ₹.94500-170580 (Grade-28) to this category on par with that assigned to the HoDs.**

(iii) Senior Scale Officers

06.46. We are given to understand that the category of Divisional Manager is no longer being operated. In the past the Divisional Managers were being appointed by transfer of Class-I Senior Scale Officers or by promotion of Class-I Junior Scale Officers. **In respect of the other categories of Class-I Senior Scale Officers in different Wings of the PTD, equivalent to the erstwhile Divisional Managers, we have already assigned the pay scale of ₹.76730-162780 (Grade-25). We reiterate the same.**

(iv) Depot Manager

06.47. The post of Depot Manager in the PTD is filled up by transfer of Class-I Junior Scale Officers working in the Operations, Mechanical Engineering, Personnel, Accounts,

Stores and Purchase and Civil Engineering Wings according to a prescribed roster. **Therefore the Commission assigns the par pay scale of ₹.57100-147760 (Grade-21) to this common category.**

06.48. Details of pay scales assigned in the 2017 Pay Revision to different categories of posts borne on the cadres of various Wings of the APSRTC have been shown in the Annexure to this part of our Report. It also contains the revised pay grades/scales assigned by this Commission for application with effect from 01-01-2020, i.e. the date of absorption of the APSRTC employees in the PTD of the State Government.

5. Assignment of Government Pay Scales for Stagnation Grades in the APSRTC

06.49. In the RPS-2017 the APSRTC introduced a scheme for grant of Stagnation Grade Scales to benefit those Officers who are affected due to delay in getting regular promotion. The scheme envisaged that

- (a) JSOs, after completion of 9/18 years of continuous service in that cadre, which counts for increments, shall be placed in the Stagnation Grade Scale no. 95/92 respectively duly allowing one notional increment in the existing scale;
- (b) SSOs, after completion of 9/18 years of continuous service in that cadre, which counts for increments, shall be placed in the Stagnation Grade Scale no. 96/93 respectively duly allowing one notional increment in the existing scale;
- (c) HoDs, after completion of 25 years of continuous service in that cadre, which counts for increments, shall be placed in the Stagnation Grade Scale no. 97 duly allowing one notional increment in the existing scale.

06.50. A parallel scheme for conferment of Stagnation/Special Grade Scale was devised newly for all the Class II, III and IV categories also stipulating that

- (i) They will slide to the immediately next higher scale after completing 9/18 years of continuous service which counts for increments;
- (ii) Conductors, Mechanics, Tyre Mechanics, Artisans and Drivers in Gr-II will be entitled for elevation, by way of selection as per specified percentages, to their respective Grade-I scales as fixed in the RPS-2017.

06.51. In order to fix the pay of such of the employees, who are enjoying APSRTC Stagnation Grade pay scales, in the RPS-2018 pay scales being proposed by this Commission, we stipulate the following:

- (a) **For the purpose of pay fixation all employees, who are in the 9-year Stagnation Grade pay scale, may be assigned the Special Grade Post Scale (under the Automatic Advancement Scheme-AAS)**

corresponding to the RPS-2018 scale assigned by this Commission to the basic post held by the employee;

- (b) For the purpose of pay fixation all employees, who are in the 18-year Stagnation Grade pay scale, may be assigned the Special Promotion Post Scale I-B/ Special Adhoc Promotion Post Scale I-B (under the AAS) corresponding to the RPS-2018 scale assigned by this Commission to the basic post held by the employee;**
- (c) In respect of RMs/HoDs, if any, in the 25-year Stagnation Grade pay scale no. 97 (HoD-25) the pay fixation shall be in the corresponding RPS-2018 pay scale of ₹.94500-170580 (Grade-28) only since the benefit of Automatic Advancement Scheme for Government employees would be applicable to employees holding posts up to Grade-25 (₹.76730-162780) only in the RPS-2018.**

(Note: We are however given to understand by the PTD that there is no employee in this pay scale at present)

CHAPTER-7
METHOD OF FIXATION OF PAY OF THE PTD EMPLOYEES
IN THE REVISED PAY SCALES

07.01. In respect of all the Government employees (other than those of the PTD) the Commission has already recommended, in Vol-I of its Report, the formula for fixation of pay in the Revised Pay Scales with effect from 01-07-2018. For the purpose of reference it is worth reproducing the same here:

- a) *The existing Basic Pay in the pre-revised scales may be taken into account;*
- b) *Dearness Allowance admissible as on 01.07.2018 (as per AICPIN figures) may be calculated @ 30.392% on (a) above;*
- c) *A fitment benefit of 27 % of (a) above may be arrived at;*
- d) *The revised basic pay in the new pay-scale applicable to the post shall be fixed at the stage next above the figure arrived at after adding (a), (b) and (c) above or alternatively by multiplying the figure at (a) above by a fitment factor of 1.57392;*
- e) *If an employee's pay, when fixed as above, falls short of the minimum in the relevant revised pay scale, it shall be fixed at the minimum of the scale.*
- f) *If the amount so fixed exceeds the maximum of the appropriate revised scale, the difference shall be treated as personal pay and should be absorbed in future pay increases or in stagnation increments (maximum five) sanctioned, if any.*

07.02. In respect of the Government employees the effective date for the last (10th) Pay Revision, prior to the current (11th) Revision, was 01-07-2013.

07.03. In the case of APSRTC employees the last two Pay Revisions had taken place on 01-04-2013 and 01-04-2017. The pay fixation methodology adopted by the APSRTC in the 2017 RPS was as follows:

07.04. The Components from (a) to (c) below were to be added and rounded off to the next rupee to arrive at the existing emoluments for fitment in RPS-2017

- a) Basic Pay as on 01-04-2017 (including Personal Pay but excluding Family Planning Increments and Grade Pay)
- b) 25% of Basic Pay (excluding Family Planning Increments and Grade Pay) as Fitment Benefit
- c) D.A. as on 01-01-2017 (on Basic Pay + Personal Pay + Family Planning Increment + Graduate Increments, if any) duly rounding off to the nearest rupee

07.05. The revised pay was fixed in RPS-2017 at the next immediate stage above the amount so arrived at by adding the above three components. If the pay so computed exceeded the maximum of the scale in RPS-2017, the pay was fixed at the appropriate stage by extending the scale of pay @ last increment of that cadre in RPS-2017.

07.06. Now the APSRTC employees have been absorbed in the PTD of the State Government with effect from 01-01-2020 only. As such their pay has to be re-fixed in the newly assigned (RPS-2018) Government pay scales with effect from that date(01-01-2020) only.

Request of the employees

07.07. We have received several representations from the various Employees' Associations regarding the methodology to be adopted for pay fixation. Some of the prominent ones are as follows:

- a) To first identify equivalent pay grades in the State Government RPS-2013 in the Transport Department against each RPS-2013 of APSRTC. In the pay scales so identified service weightage should be given by allowing increments equal to the number of years of service in the concerned cadre. Based on this, the pay should be again re-fixed in Government's RPS-2018;
- b) The quantum of fitment benefit (in % terms) should be fixed at the same rate as that awarded by the 11th PRC to the other Government employees in the RPS-2018 but it should accrue with effect from 01-04-2017 i.e., the date of implementation of the last (2017) RPS in the APSRTC;
- c) For the purposes of pay fixation, rise in Dearness Allowance from 01-04-2017 (effective date of RPS-2017 of APSRTC) to 01-07-2018 (effective date of RPS-2018 in the Government), amounting to 4.7%, should be merged in the Basic Pay;
- d) Additional fitment benefit, over and above that granted to the other Government employees, should be recommended for the PTD employees since the next pay revision for the latter would now take place on 01-07-2023 instead of 01-04-2021 which would have happened if they had continued in the APSRTC. It is suggested that this notional loss of two years owing to late pay revision should be compensated for by way of loading an exclusive special fitment benefit calculated at [fitment benefit (%) allowed on 01-07-2018] x 2/5;
- e) The existing gross emoluments must be protected;
- f) Accumulated shortfall of 19% in fitment benefits over the last several pay fixations should be made good.

Views of the Commission

07.08. Our views seriatim on the above issues are as follows:

- a) We find no cogent reason to first draw equivalence between the two sets of pay scales in 2013 and then proceed for pay fixation in the RPS-2018. Firstly, from a practical sense, it would be very difficult to trace and scrutinise the service history of every employee from 2013 till 2018 to examine service continuity, loss of pay, leave without pay, increment sanction, promotion, award of stagnation grade, change in service category, punishment due to disciplinary action etc. during the intervening period and re-fix the pay in the new scale at every stage. Secondly, the pay and allowances and other service conditions/benefits together form a composite package of compensation available to an employee in any service and therefore changing only the APSRTC pay scales to those applicable for Government employees in 2013, without reviewing the allowances and other benefits, has no logic;
- b) The pay fixation exercise must be fair and non-discriminatory to all sections of employees. Our attempt therefore is to integrate the PTD employees with those of the other Government departments by extending similar pay and allowances structure as well as other service benefits to all section of employees. Hence the same fitment benefits should accrue to every employee from the same date i.e., in this case from 01-07-2018;
- c) We fully agree with this request and have included it in our recommendations;
- d) We are of the view that the concern of the PTD employees on this count would be adequately addressed by bringing them on the same platform as that of the other Government employees. This we intend to ensure by recommending that their pay be first fixed as on 01-07-2018 (reference date for 11th PRC) by allowing them the same fitment benefit (%) as that for the other Government employees and by merging the entire Dearness Allowance component, as on the said reference date, with Basic Pay. They would thus realise two sets of pay fixation benefits (stepping up) in quick succession- i.e. once on 01-04-2017 and again on 01-07-2018. Moreover, once the former APSRTC employees become part of the Government establishment and enjoy the concomitant benefits of Government service, pecuniary and otherwise, it would be reasonable for them to accept the frequency of pay revisions in the new set-up. Bestowing a special set of benefits on a segment of employees would be negation of the principle of fairness and justice and hence we cannot persuade ourselves to agree with this suggestion;

- e) This is a legitimate suggestion and we accept it;
- f) There seems to be no justification in this request. The Pay, Allowances, Perquisites, Incentives and other service benefits constitute a composite package of compensation for the employees and only one element out of it, namely fitment benefit, cannot be isolated and parity sought with the Govt employees who have received totally different sets of packages over the previous Pay Revisions.

(a) Pay fixation for PTD employees who are in service prior to 01-07-2018

07.09. We recommend doing this in two steps as follows:

Step-I:Notional pay fixation in RPS-2018 as on 01-07-2018

Since the RPS-2018 for the State Government employees would be effective from 01-07-2018, for the sake of parity, in the first step the pay of the PTD employees have to be notionally fixed in the RPS-2018 as on 01-07-2018. For this purpose it is to be noted that there was a small gap of only three months between the effective dates of the 2013 Pay Revisions for the State Government and the APSRTC employees. However there would be no pecuniary disadvantage to the PTD employees on this count as it would be more than compensated for due to the additional stepping up benefit accruing to them for the purpose of the fresh pay fixation on 01-07-2018. We are therefore of the view that it would be fair to equalise the fitment benefits (27%) that should accrue as on 01-07-2018 in both the cases so as to bring the two streams of employees on equal footing. Accordingly we recommend the following principle for notional pay fixation of PTD employees in the RPS-2018:

- a) In respect of APSRTC employees, who are in employment from a date prior to 01-07-2018, the Basic Pay as on 01-07-2018 in the APSRTC RPS-2017 may be taken into account;
- b) Dearness Allowance admissible as on 01.07.2018 (as per AICPIN figures) may be calculated @ 4.7% on (a) above;
- c) A fitment benefit of 1.6 % of (a) above may be arrived at [since (a) above already embeds in it 25% of fitment over the Basic Pay in APSRTC RPS-2013 and 1.6% of 125 = 2];
- d) The revised basic pay applicable to the post in the State Government RPS-2018 shall be fixed at the stage next above the figure arrived at after adding (a), (b) and (c) above or alternatively by multiplying the figure at (a) above by a fitment factor of 1.063;
- e) If an employee's pay, when fixed as above, falls short of the minimum in the relevant revised pay scale, it shall be fixed at the minimum of the scale.

- f) If the amount so fixed exceeds the maximum of the appropriate revised scale, the difference shall be treated as personal pay and should be absorbed in future pay increases including due to sanction of stagnation increments (maximum five), if any.

Step-II: Pay fixation in RPS-2018 as on 01-01-2020

Based on the notional pay (as on 01-07-2018) arrived at in Step-I, the basic pay of the employee shall be re-fixed, in the RPS-2018, as on 01-01-2020, after adding the annual increments, pay fixation benefit due to regular promotion, benefit arising out of award of Stagnation Grade Scale etc or similarly after reducing the basic pay to a lower stage in the time scale due to imposition of punishment in a disciplinary action, if any, etc. between 01-07-2018 and 01-01-2020.

(a) Pay fixation for PTD employees who joined service after 01-07-2018

In respect of APSRTC employees, who joined service between 01-07-2018 and 01-01-2020, firstly the pay as on the date of joining shall be fixed notionally in the applicable Pay Scale of RPS-2018. To this notional pay annual increment, if any, fallen due up to 01-01-2020 may be added to arrive at the pay as on 01-01-2020.

Illustration:

- (1) 'A' is a Deputy Superintendent (P) drawing Basic Pay of ₹.33830 in the 2017-RPS of ₹.27650-92360 (APSRTC Scale no.3) as on 01-07-2018. He draws a D.A. @4.7% of Basic Pay. His date of increment is 1st May.

Step-I: Basic Pay	33830
D.A. @ 4.7%	1590
Fitment Benefit @1.6%	<u>541</u>
Total	<u>35961</u>

The corresponding pay scale assigned in the RPS-2018 is ₹.40970-124380 (Pay Grade-16). The figure of ₹.35961 is below the minimum of the corresponding RPS-2018 scale. Hence the notional pay as on 01-07-2018 shall be fixed at ₹.40970.

Step-II: 'A' is entitled to one annual increment on 01-05-2019. Hence his pay as on that date shall be notionally raised to the next stage in Pay Grade-16 i.e. to ₹.42140. Hence his pay shall be fixed at the stage ₹.42140 in Pay Grade-16 as on 01-01-2020.

- (2) 'B' is an Assistant Manager (T) drawing Basic Pay of ₹.51820 in the 2017-RPS of ₹.41140-137500 (Scale no.1) as on 01-07-2018. He draws a D.A. @4.7% of Basic Pay. His date of increment is 1st April. He has been benefitted by award of 9-year Stagnation Grade Scale on 01-04-2019.

Step-I: Basic Pay	51820
--------------------------	-------

D.A. @ 4.7%	2436
Fitment Benefit @1.6%	<u>829</u>
Total	<u>55085</u>

The corresponding pay scale assigned to the Assistant Manager (T) in the RPS-2018 is ₹.48440-137220 (Pay Grade-19). The stage next above the figure ₹.55085 in the corresponding RPS-2018 is ₹.55520. Hence the notional pay as on 01-07-2018 shall be fixed at ₹.55520

Step-II: 'B' is entitled to one annual increment on 01-04-2019. Hence his pay as on that date shall be notionally raised to the next stage in Pay Grade-19 i.e. to ₹.57100. Again, 'B' has benefitted from the 9-year Stagnation Grade Scale (Scale no.13) on 01-04-2019. The corresponding RPS-2018 pay scale is ₹.54060-140540 (Pay Grade-20). Hence his pay shall be re-fixed at the next stage in Pay Grade-20 i.e. at ₹.58680 as on 01-04-2019. The pay to be fixed as on 01-01-2020 would thus be ₹.58680.

- (3) 'C' joined as Conductor Gr-II on 05-11-2018 in the RPS-2017 pay scale of ₹.19580-65450 (Scale no.9) with the starting Basic Pay of ₹.19580. He received his annual increment on 01-11-2019.

In this case, first the pay of 'C' has to be notionally fixed on 05-11-2018 in the scale assigned to the Conductor Gr-II category in RPS-2018 i.e., ₹.25220-80910 (Grade-7). His pay is accordingly fixed in the next higher stage in the revised scale i.e. at ₹.25220. On the date of the next annual increment (01-11-2019) the basic pay goes up to ₹.25940 by adding one increment of ₹.720. Therefore as on 01-01-2020 his Basic Pay shall be ₹.25940.

Grade Pay

07.10. In the APSRTC emolument structure Grade Pay for the Officers was introduced in the RPS-2009 and has been continued in the RPSs of 2013 and 2017. Grade Pay is also being treated as Pay for the purpose of drawing Dearness Allowance and House Rent Allowance. In the RPS-2017 Grade Pay has been allowed at the rate of ₹.15,000/12,000/8,000/5,500 per month in respect of the Class-I Super Scale (E.D.)/Special Scale (HOD/RM)/Senior Scale/Junior Scale. In respect of the employees in Class-II and III, Grade Pay has been in vogue even prior to the RPS-2017 for the categories of Assistant Manager, Superintendent and Deputy Superintendent and their equivalents in the Accounts, Personnel, Operations, Mechanical Engineering, Stores & Purchase, Civil Engineering, MIS and Vig. & Security Wings. Later, in the RPS-2017, the same has been extended with effect from the month of March, 2019 to the categories of Senior Assistant and Junior Assistant in the Accounts, Personnel, Stores & Purchase and MIS Wings and also to the categories of Routine Clerk, Record Tracer and Typist (Personnel Wing). In their cases Grade Pay is being reckoned as Pay for the purposes of calculation of DA, HRA, Encashment and Retirement benefits. The amounts being paid at present are as follows:

Table-7.1

CATEGORY OF POST	AMOUNT (₹.)
Assistant Manager/Assistant Engineer	2000
Superintendent/Section Officer	1500
Deputy Superintendent/ Deputy Section Officer	1000
Senior Assistant	600
Junior Assistant	500
Routine Clerk, Record Tracer and Typist	500

07.11. The PTD employees have requested for retention of Grade Pay, or in the alternative, its merger with the Basic Pay.

07.12. The concept of Pay Band and Pay Grade was introduced by the 6th Central Pay Commission with effect from 01-01-2016 as a fitment benefit but it also served as a level differentiator within a pay band. However it was done away with in the 7th CPC by subsuming it in the Pay. In the State Government the concept of Grade Pay has not found favour with the Employees' Associations or the successive PRCs after the introduction of Master Scale in the RPS-1993. The Master Scale has provided simplicity and easy adaptability. It also provides great degree of equity across different levels of employees since all the pay scales assigned to the different categories of employees are but segments of a single long ladder of pay stages and therefore the increment earned after reaching certain stage of the Master Scale is the same irrespective of the category of employee.

07.13. In the APSRTC, Grade Pay has been in addition to fixation benefit on par with the Government employees and with upward revisions in the three Pay Revisions from 2009. It is also observed from the figures of Grade Pay being permitted to the different ranks of employees in the APSRTC that the same are not rationally spaced across various levels of employees. For example, it is not clear as to why the Junior Assistant, Typist, Routine Clerk and Record Tracer should all get the same quantum of Grade Pay despite having three different pay scales. Similarly, the spacings in Grade Pays for the categories of Assistant Manager/Assistant Engineer upwards up to the rank of Executive Director seems to be disproportionately uneven and asymmetrically loaded in favour of the higher ranks.

07.14. In our view the element of Grade Pay is not compatible with the concept of Master Scale, with the introduction of which the Grade Pay may be assumed to have been merged with the Basic Pay. The Commission therefore recommends the abolition of Grade Pay in respect of the PTD employees in the interest of proper integration of PTD employees with the other employees of the Government.

CHAPTER-8

ALLOWANCES, SPECIAL PAY, PERQUISITES AND INCENTIVES

08.01. At the cost of repetition it is worth mentioning that the basic purpose of including various Allowances in the pay packet of employees are mainly four fold, namely

- a) Allowances to protect real wages;
- b) Allowances to take care of specific additional expenses which are incidental to the nature of employment;
- c) Allowances as a measure of compensation for facing unusual challenges or risks associated with the working environment;
- d) Allowances meant to incentivise certain employees who either acquire higher qualifications/skills which enhances their working capabilities or who discharge duties involving higher responsibilities compared to their peers in the same category or discharging duties of arduous nature.

08.02. In the APSRTC various categories of PTD employees were being paid duty based and location based allowances and productivity/performance linked incentives. Some perquisites were also being enjoyed by certain categories of employees.

08.03. The Employees' Associations have requested for retention of all the existing allowances and incentives. The Commission's approach is to examine all the subsisting allowances of APSRTC on the above mentioned touchstones and recommend only those which deserve continuance. Such of the allowances which have no rational nexus with any of the objectives mentioned above do not merit further continuance as they distort the basic emolument structure and cause heart burn among co-employees of other departments. Discharge of normal duties which are not associated with any special element of risk or do not involve performance of arduous tasks or extra responsibilities should not ordinarily attract any Special Allowance/Special Pay. We have also attempted to maintain parity in admissibility and quantum of allowances between the PTD and other Government employees performing similar nature of duties. Viewed from these perspectives we now proceed to discuss the various allowances, special pays, perquisites and incentives.

08.04. It would be appropriate to mention here that only such of the allowances/specialpays/perquisites/incentives, which we specifically recommend here, would be applicable to the PTD employees and that the allowances and special pays recommended for other Government employees in Chapters 7 and 8 of Volume-I of our Report would not be automatically applicable to the PTD employees unless the same are recommended hereinbelow.

Major Allowances:

1. Dearness Allowance (DA)

08.05. The following are the requests of employees in this regard.

- (i) A request has been received from the Officers' Association to allow, as a special case, drawal of DA and HRA on Personal Pay stating that the Secretaries Committee has recommended the same.
- (ii) There is another request from the Employees' Associations to permit drawal of DA on Grade Pay, Family Planning Increment and Graduation Pay.

Commission's views

- (i) To a query raised by us, the PTD has stated that Personal Pay (PP) was in vogue up to RPS-2013 for the purpose of addressing pay anomalies i.e., to equalize the Gross Pay of employees of the same cadre and similar length of service getting different pay fixations for various reasons. Those, who received lesser fitment advantage compared to the others, were equalised in terms of Gross Pay by keeping the difference of fitment advantage as Personal Pay. However, from the RPS-2017, Personal Pay has been discontinued by merging it in the Basic Pay to arrive at the revised pay. It is also to be noted that in respect of all Government employees DA, HRA and CCA are applicable only on 'Pay' as defined in F.R.9(21)(a)(i) i.e. 'Basic Pay'. **As such the request to allow drawal of these allowances on Personal Pay is not permissible.**
- (ii) Coming to the second request, we are of the view that DA is paid with a view to compensate for the erosion of pay received by an employee on account of price rise. Grade Pay is allowed as a measure of level differentiator among various classes of employees. Family Planning Increment and Graduation Increment are in the nature of specific purpose incentives intended to encourage the employees to achieve certain desirable objectives. They are not part of the basic pay structure. Moreover sanction of fresh Family Planning and Graduation Increments have been abandoned long ago in the Government and relatively recently in the APSRTC. Also, the Commission has recommended above for the abolition of Grade Pay for the PTD employees. **In view of this we are not in a position to recommend for acceptance of these requests.**

08.06. We have already recommended in Chapter-7, Volume-I of our Report that the future releases of Dearness Allowance after 1.7.2018 should be in tandem with declaration of Dearness Allowance instalments by the Government of India by following the conversion factor of 0.91 i.e. for every 1% rise in the Dearness Allowance announced

by the Central Government for its employees after 01-07-2018, i.e. from 01-01-2019, the State Government should enhance the same by 0.91%.

08.07. In respect of the PTD employees we recommend that their Dearness Allowance with effect from 01-01-2020 (date of absorption) shall be the same as the Dearness Allowance fixed by the State Government for all its employees following the prescription in the preceding para.

1. House Rent Allowance (HRA)

08.08. At present the APSRTC employees have been drawing HRA at the same rates (% of Basic Pay) as those applicable to the Government employees. However the maximum limit of HRA allowed for Officers has been fixed at higher levels of ₹.25,000/- (₹.15,000/- for Government employees) and ₹.35,000/- (₹.20,000/- for Government employees) for the 20% and 30% slabs respectively. This Commission has already recommended the revised HRA Slabs (in terms of percentages of Basic Pay and maximum limits) under RPS-2018 based on the population figure/ District Head Quarters town status of the place of work. HRA has also been recommended separately in respect of employees who had to migrate from Hyderabad on shifting of the State Capital. The same rates are recommended for application to the PTD employees also with effect from 01-01-2020. In addition, it is recommended that the PTD employees, whose work stations have been fixed at Hyderabad, Bengaluru and Chennai, shall also be eligible to draw HRA @ 30% of Basic Pay subject to a maximum of ₹.26,000/- per month.

2. City Compensatory Allowance (CCA)

08.09. In the RPS-2017 the APSRTC has adopted for its employees the same rates of CCA as admissible to the Government employees. We recommend that with effect from 01-01-2020 also the RPS-2018 CCA rates recommended by this Commission, for Government employees, in Volume-I of its report may be made applicable in respect of the PTD employees working in Visakhapatnam, Vijayawada and 14 other Municipal Corporations listed therein by us. In addition, the PTD employees head quartered in Greater Hyderabad, Chennai and Bengaluru Municipal Corporations may be allowed the following revised rates of CCA.

Table-8.1

Pay Range		Greater Hyderabad, Chennai and Bengaluru Municipal Corporations (₹.)	
Existing	Revised	Existing	Revised
Pay Up to ₹.16,400	Pay up to ₹.25220	400	550
Pay above ₹.16400 and upto ₹.28940	Pay above ₹.25220 and upto ₹.44570	600	850
Pay above ₹.28940 and upto ₹.37100	Pay above ₹.44570 and upto ₹.57100	700	1000
Pay above ₹.37100	Pay above ₹.57100	1000	1400

Other Allowances:

08.10. The Special Allowances being paid by the APSRTC in term of its RPS-2017 and our recommendations regarding their continuance or otherwise with effect from 01-01-2020 are given below:

(1) Recommendation regarding Allowances applicable in RPS-2017 to Class-II, III and IV employees of APSRTC

(a) Bus (H.V.) Divers and Conductors

Table-8.2

Sl. No	Allowance				
1	Day out Allowance: This allowance is paid to the drivers performing duties which conclude by about 14 Hours in the morning (first) shift and by 22 Hours in the second shift. It has been in vogue for a long period and is meant to meet the cost of beverages/light snacks of the bus crew during their travel on duty.				
i)	All AC/Sup.Luxury/U.Deluxe/Exp. (Except all city Spl. Type)	Category payable	Existing (RPS-2017) Rates		Recommendations
	200 KMs and above	Drivers& Conductors	20	per duty	It is in the nature of FTA. May be continued
ii)	District Ordinary services				
	150 KMs and above	Drivers& Conductors	20	per duty	
iii)	City/Town services including AC buses				
	101 KMs and above	Drivers& Conductors	20	per duty	
2	Night Driving Allowance - special type only- The allowance is paid to the drivers performing driving duty throughout the night from start of the trip to closure of the journey at the destination by next day morning. The Department has informed that the minimum distance travelled criterion for this allowance is 200 Kms. The allowance is meant to compensate for the arduous nature of duty involved.				
a)	240 Kms and below	Drivers	20	per duty	May be continued with the modification that the first slab at (a) in col (2) should read '200 Km and above up to 240 Km'
b)	241 Kms and above		45		
c)	241 Kms and above	Conductors	25		

3	Steering Allowance to City Bus Drivers at Visakhapatnam/ Vijayawada	Drivers	300	per month	Duty involves extra stress of driving through dense city traffic. May be continued
4	Standing Allowance to City Bus Conductors at Visakhapatnam/ Vijayawada	Conductors	300	per month	Involves work of arduous nature. Hence may be continued.
5	TirumalaTirupathiGhat Road Battato Drivers			Trip wise	
a)	1st Trip	Drivers	15	1 trip	In view of the arduous driving conditions on ghat roads this allowance may be continued
b)	2nd Trip (including 1st Trip)		25	2 trips	
c)	3rd Trip (including 1st and 2nd Trips)		40	3 trips	
d)	TirumalaTirupathiGhat Road Batta	Conductors	20	per duty	There is no justification. May be discontinued.
6	Allowance to Crew performing duty on Inter-State Bus Servicesto Chennai &Benguluru Routes only	Drivers	120	per duty	Paid to the Drivers performing interstate service duties, irrespective of day duty or night duty, to meet their personal expenses at Chennai and Bengaluru,as they have to wait for considerable duration to start their return journey to parent depot. May be continued.

08.11. In view of the specific allowances, as detailed above, recommended for the H.V. Drivers in PTD, the Special Pay recommended for all the Drivers in Chapter-8, Vol-I of our Report in respect of Government Departments shall not be applicable in the case of PTD bus Drivers drawing the above mentioned allowance(s).

(b) L.V.Drivers:

08.12. At present the L.V. Drivers in PTD are getting two types of allowances, namely,

1. L.V. Drivers working on squads @ ₹.14 per duty and
2. Special Compensatory Allowance to L.V. Drivers (excluding squads) for performing duty beyond 8 hours @ ₹.900/- per month.

08.13. We recommend that the above two allowances may be abolished and in lieu thereof all the L.V. Drivers in the PTD may be permitted Special Pay @ ₹.650/- per month on par with that recommended by us for the L.V. Drivers in other Government Departments (Ref: Chapter 8, Vol-I of Report)

(c) Other categories of employees

Table-8.3

Sl. No	Allowance	To whom payable	Existing RPS-2017 Rates		Recommendations
1	Travelling Allowance (TA) on duty				The entitlement of Travelling Allowance and rates of Daily Allowance may be as recommended for different categories of Government employees in Chapter-7 of Vol-I
a)	All Class-III & IV employees		90	per day	
b)	i) Dy. Supdt. & Equivalent Cadres	Class-II Supervisors	250	per day	
	ii) Supdt.& Equivalent Cadres		315		
	iii) A.M.& Equivalent Cadres		375		
2	Pilgrimage Allowance Staff working in depots/NoUs located at pilgrimage places of Srisailam, Srikalahasti, Alipiri, Mangalam, Tirupathi, Tirumala and Simhachalam	All Class-II, III and IV employees	200	per month	The ostensible reason for this allowance is that it is meant to meet the additional cost of living in pilgrim centres. Such an allowance is not admissible to other Government Dept. employees working at the specified pilgrim centres. There is no justification for granting this allowance. Hence may be discontinued.
3	Squad Allowance to All Ticket Checking officials		450	per month	This allowance is like FTA and meant to meet the cost of touring outside H.Qrs on squad duty. May be continued
4	Dak Bungalow Allowance to all Ticket Checking Officials and squad Jeep Drivers		75	per day	May be continued
5	Rest Room Allowance to DGT staff coming to Vijayawada on duty		70	per duty	May be continued
6	Foot Wear Allowance				
	Mechanical staff working in NoUs; Traffic staff of ADC/ Controller/ DC/ TI-III, CED Staff		300	per annum	May be continued
7.	Shoe allowance				
	a) All Supervisors of Traffic, CED;		360	per annum	May be continued
	b) All Depot garage staff, all MED supervisors of Depots and NoUs		450	per annum	May be continued
8.	Uniform Stitching Charges to whom Terry Cotton Uniform is supplied.	Male	200	per set per annum	The revised quantum (₹.350/- per pair per annum for male employees and ₹.100/- per blouse in respect of women employees) of Stitching Charges may be paid as per the recommendations given at Chapter-7 of Vol-I.
		Female	100		

9	Soap Allowance - Depot garage/workshop/ TRS/ Stores/Hospital staff - Class III & IV		50	per annum	The sum granted is paltry. The Corporation should provide detergent/soap at the required work places. This allowance should be discontinued.
10	Health Allowance		200	per month	May be continued
11	Night Shift Allowance Mechanical/Security/ Hospital (Staff and Supervisors) and ADCs/Controllers	performing night duty	40	per night	May be continued and increased to ₹.50/- per night on par with other Govt. employees (Ch-7 of Vol-I). Claim to be based on certificate issued by the Drawing Officer.
12	Washing allowance: Employees provided with uniform are only eligible		100	per month	May be continued at the same rate as applicable to other eligible Government employees i.e. ₹.200/- p.m. (Ch-7 of Vol-I)
13	Pen Allowance: a. Clerical Staff of AD, PD, MIS, SPD Security and ASOs in CED b. Work Inspector (Tech. & Non-Tech), Tracers in CED and TTI/TI-III/DC/ADC		700	per annum	It is stated by the Dept. that this allowance is meant for meeting expenditure on stationery items, stamp pads, paper clips etc. There is no justification for this allowance as these items have to be provided by the office. Also no such allowance is payable to similar categories of other Government employees. Hence may be discontinued

14	Special Allowance to				
	a) Depot Clerk I/c Earning Section		500	per month	This Allowance seems to have no justification. The risk involved in handling cash is separately compensated for by granting Risk Allowance. Hence it may be abolished.
	b) Clerical Staff of AD/PD/SPD (Viz., SAs/Jas/ RCs/ RTs/ Stenos/Typists) ₹.500 p.a + Upkeep ₹. 1000 p.a. + Clerical allowance ₹.200/- p.m. merged		350	Per month	There is neither any justification for this allowance nor any parallel in other Government Departments. Hence may be discontinued.
	c) All Staff and supervisors working at Bangalore and Chennai points.		1500	Per month	These staff are entitled to HRA and CCA at higher rates. Hence this Special Allowance may be discontinued.
	d) Crew working in Vijayawada and Visakhapatnam city depots	Drivers and conductors	200	per month	
e) All Typists		150	per month	All Typists may be permitted to draw Special Pay at rates specified for this category in the Government Departments (refer to Chapter 8, Vol-I)	
f) All Depot garage Staff excluding Class-II Supervisors				The Dept has informed that this allowance is meant to encourage concerned staff to subscribe to learning platforms to update their skill/knowledge about changing automobile technologies etc.	
i. Asst. Mech./Dy. Mech.: Technical Allowance of ₹.200 p.m. is merged	Asst. Mech./ Dy. Mech.	425	per month	The reasoning advanced is notconvincing. Upgradation of knowledge of the categories receiving this allowance has to be through periodic hands-on refresher technicaltraining. Moreover there is no similar allowance for the Workshop staff in Govt. Polytechnics/ITIs. Hence this allowance is recommended for abolition.	
ii. LH/ Mech./ Artisan	LH/Mech./Artisan	525	per month		
g) Standing Allowance : NoUs only	Staff working in FIP, Machine shop	200	per month	May be continued in view of the strenuous working conditions of such staff	
h) Audit Staff and supervisors on tours outside Head Quarters (DakBunglow Allowance)		100	per day	Allowance meant for meeting additional expenses during tours. May be continued.	

	i) Agency Allowance to employees of	All Class-I,II,III,IV employees			In lieu of Agency Allowance we recommend that the PTD staff working in <u>Scheduled Agency</u> <u>are only</u> be granted Special Compensatory Allowance at rates now recommended to other Government staff vide Chapter-7 of Vol-I of our Report
	a. Paderu depot		200	per month	
	b. Narsipatnam depot		125	per month	
15	Upkeep Allowance to Security staff		500	per month	May be continued, but at the rate applicable to eligible staff in Uniformed Services in Government i.e. ₹.200/- p.m. (vide Ch-7 of Vol-I)
16	Heat Allowance: All Staff working at Electrical Chambers of TRS Black Smith, Tin Smith, Welder in Depots and Workshops		200	per month	Involves arduous working conditions. Hence may be continued
17	Pollution Allowance to Employees working in Bus Stations	PNBS, TPT, KRNL, GNT, DBS	250	per month	There is no parallel in the Government. Pollution protection masks/ gloves may be provided by the PTD/APSRTC. May be discontinued.
18	i) Risk Allowance to all Senior Asst(Mat)/Junior Asst(Mat) working in Zonal/Regional stores and Central Stores	Senior Asst. (Material)	200	per month	Stores can be guarded by the Security staff and may also be insured. There is no justification for this allowance. May be discontinued.
		Junior Asst (Material)	175		
		Stores Attendant	150		
	ii) DC Cash, Earnings & Oils	DC Earnings & Oils	1000	per month	The Dept. has informed that no post of D.C. (Cash) is being operated now and hence Risk Allowance for that post may be dispensed with. In respect of D.C. (Earnings) and D.C. (Oil), who have to handle lot of cash receipts and Oil supplies respectively, which involve some degree of risk, Risk Allowance may be continued but at a rate of ₹.400/- p.m. on par with the quantum of Double Lock Key Allowance recommended for Treasuries & Accounts Dept. employees of Govt. in Chapte-7 of Vol-I.
	iii) Staff working in Pay office, Central Despatch at Head Office	Junior Asst./Record Clerk/ Record Tracer	150	per month	The Dept has informed that the Pay Offices are no longer functioning as there is no physical disbursement of cash. Similarly, the Central Despatch is being operated through outsourced staff. Hence the question of grant of Risk Allowance for these posts does not arise. As such this Allowance may be abolished.

2. Recommendation regarding Allowances applicable in RPS-2017 to Supervisors and Staff (Class-II, III and IV) of APSRTC Medical Wing

08.14.At present monthly allowances indicated below are being paid to various categories of employees of the Medical Wing:

Table-8.4

Sl No.	DESIGNATION	Existing Allowances per month (₹.)
1	Nursing Supt	2000
2	Head Staff Nurse	2000
3	Physiotherapist	2000
4	Staff Nurse	2000
5	ANM	2000
6	Lab. Technician	1500
7	Radiographer	1300
8	Pharmacist	1100
9	ECG Technician	800
10	Dark Room Assistant	800
11	LAB Assistant	800
12	Ward Boy/Girl	800
13	Male/Female Nursing Orderly	800

08.15. As can be seen from above, this designation based allowance is being paid to all categories of Class-II, III and IV employees in the Medical Wing without specifying any underlying specific reason for the grant of the additional compensation. There is no such allowance in the HM & FW Department of the State Government or in fact in any other Department of the Government. Hence the Commission recommends for their abolition.

08.16. However, in lieu of the above, the following allowances, which are being recommended (vide Chapter-7, Vol-I of Report) by this Commission to specific categories of employees mentioned below, in the HM & FW Department, may be extended to the same categories in the PTD- Medical Wing also:

Table-8.5

Type of Allowance	Categories of Employees	Allowance
1. Uniform Allowance	Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, MNO/FNO, Any other staff, if officially required to wear Uniform or Apron (in Laboratories/ Dispensaries/Hospitalsetc.)	@Rates as indicated in Chapter 7 of Vol-I

2. Uniform Maintenance Allowance	-----Do-----	₹.200/- per month
3. Ration Allowance	Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, Radiographer, Dark Room Assistant	@Rates as indicated in Chapter 7 of Vol-I
4. Risk Allowance	Lab Technician (Gr-I & II), Lab Assistant, Head Staff Nurse, Staff Nurse, Radiographer, Dark Room Assistant	@Rates as indicated in Chapter-7 of Vol-I
5. Night Duty Allowance	Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, Radiographer, Dark Room Assistant, Pharmacist (Gr-I & II), MNO/FNO	₹.50 per night based on certificate to be furnished by the Drawing Officer that he/she actually performed night duties
6. Theatre Allowance	Head Staff Nurse, Staff Nurse on Operation Theatre duty	₹.200/- per month
7. Intensive Care Unit Allowance	Head Staff Nurse	₹.150/- per month
	Staff Nurse	₹.100/- per month
	MNO/FNO	₹.50/- per month
8. Clerical Allowance	Pharmacists (Gr-I & II)	₹.180/- per month

(3) Recommendation regarding Allowances applicable in RPS-2017 to Peshi and Supervisors of APSRTC

Table-8.6

Peshi and Supervisors Special Allowances – per month				
Sl. No	Type of Allowance	Category	Existing Amount ₹.	Recommendations
1	Peshi Allowance (to one PA only)	PA to Chairman, PA to VC&MD	1200	There is no such allowance in any other Government Department. The Peshi Allowance may therefore be abolished. In lieu of this, Special Pay @ ₹.400/- per month may be paid to the Personal Assistants to the Chairman, APSRTC and the Commissioner, PTD on par with similar provision in other Government establishments (see Ch-8, Vol-I).
		PA to Dir.(V&S) /EDs/ FA&CAO/ HODs/ RMS	1000	
2	Special Allowance to Supervisors and staff working in PD, Legal, Board	AM(P/T)	850	No specific justification has been given for grant of this allowance. Similar allowance is not there in other Government departments. Hence it may be discontinued. The Special Pay allowable to Typists has been already indicated under item-1 (c) above.
		Supdt.(P/T)	800	
		Dy.Supdt.(P/T)	750	
		SA(P)	600	
		JA(P)	500	
3	All Units and NoUs including HO	Typist/RC/RT	450	
		All Class-II Supervisors	550	

(4) Recommendation regarding Allowances applicable in RPS-2017 to Supervisors (Dy. Superintendents, Superintendents and Assistant Managers) of all Wings of APSRTC.

Table-8.7

Sl. No	Type of Allowance	To whom payable	Amount ₹.	Recommendations
1	Reimbursement of conveyance allowance	<p>A) Supervisors working at Depots</p> <p>i)AM(T)/AE(M)/ AM(Mat)</p> <p>ii)AM(P)/AM(F)/CSI</p> <p>iii) Supdt(T)/(Mech)/(Mat)</p> <p>iv)Supdt(P)/(Fin)/Sis</p> <p>v)Dy.Supdt(T)/(Mech)/(Mat)/SSIs</p> <p>vi) Dy.Supdt(P)/(Fin)</p> <p>B) Supervisors working at NOUs</p> <p>i)AMs & equivalent cadres</p> <p>ii) Supdts&equivalent cadres</p> <p>iii)Dy.Supdts& equivalent cadres</p>	<p>(Per month)</p> <p>1200</p> <p>900</p> <p>900</p> <p>600</p> <p>600</p> <p>450</p> <p>900</p> <p>600</p> <p>450</p>	<p>Vide Annexure III of Manual of Special Pay and Allowances, the holders of certain categories of posts are required to maintain a conveyance of their own i.e. Motor car/Motor Cycle/ Bicycle as these officials are required to travel in their jurisdiction for due discharge of their official duties. Such employees are allowed conveyance allowance at different rates. They are not eligible for T.A. & D.A. as per A.P. T.A. Rules.</p> <p>Hence the PTD may finalise a list of such officials, if any, who need to be included in the above category, with sufficient justification in each case, and to whom official vehicle has not been provided, and obtain the approval of the Finance Dept.</p> <p>Only such Officials may be paid Conveyance Allowance at the rates recommended in Chapter-7 of Vol-I. Pending completion of this exercise, payment of the allowance should be stopped.</p>
2	Reimbursement of Refreshment allowance	<p>A) Supervisors working at Depots</p> <p>i)AM(T)/AE(M)/ AM(Mat)</p> <p>ii)AM(P)/AM(F)/CSI</p> <p>iii) Supdt(T)/(Mech)/(Mat)</p> <p>iv)Supdt(P)/(Fin)/SIs</p> <p>v)Dy.Supdt(T)/(Mech)/(Mat)/SSIs</p> <p>vi) Dy.Supdt(P)/(Fin)</p> <p>B) Supervisors working at NOUs</p> <p>i)AMs & equivalent cadres</p> <p>ii) Supdts&equivalent cadres</p> <p>iii)Dy.Supdts& equivalent cadres</p>	<p>(Per month)</p> <p>750</p> <p>600</p> <p>600</p> <p>450</p> <p>450</p> <p>300</p> <p>450</p> <p>300</p> <p>300</p>	<p>Such perquisite is not admissible in any other Govt. Dept. Hence may be discontinued.</p>

3	Field Allowance	A) Depots having above 80 sch i)Traffic/Mech/i/cs ii)AD/PD/SPD/ Security in-charges B) Depots having above 60 sch&Upto 80 sch i)Traffic/Mech/i/cs II)AD/PD/SPD/ Security in-charges C) Depots having less than 60 sch i)Traffic/Mech i/cs ii)AD/PD/SPD/ Security in-charges	(Per month) 1500 750 1200 600 700 400	It is stated by the Dept that this allowance is being paid as a measure of compensation for the stress of working at the Depot level and also for maintaining the family at a different location. Such allowance is not in vogue for the employees of any other Department working at the field level. Maintaining the family at a different location is not a tenable plea. Hence it may be discontinued.
4	Brief Case Allowance (Once in two years)	All Class-II Supervisors	1500	Such perquisite is not admissible in any other Govt. Dept. Hence may be discontinued.
5	Stationery Allowance (Once in a year)	All Class-II Supervisors	1500	Stationery items must be provided by the office. There is no justification for this allowance. Hence may be discontinued.

(5) Recommendations regarding Allowances applicable in RPS-2017 to Officers of APSRTC.

Table-8.8

OFFICERS ALLOWANCES (₹.)			
1	Stress allowance to DMs/SSOs	Per month	Recommendations
	Upto 60 Sch	4500	The APSRTC has been discharging this allowance on the ostensible ground that all the Depot Managers and certain Senior Scale Officers discharge a lot of responsibilities and are therefore working under stress. The reason is not convincing. There is no such allowance in any other Govt. Dept. Hence may be discontinued.
	61 to 100 Sch	6000	
	101 & Above	8000	
	Secy. to Chairperson/ VC&MD(SSO/JSO)	4200	
	WM (SSO)	6000	
	SLO(in case of non-opr. of CLO)	3750	
2	Bio-hazard risk allowances to all doctors	9000	No such allowance is admissible in the case of Doctors in the HM&FW Dept or ESI hospitals. Hence this may be discontinued
3	Professional Development Allowances		Such type of allowance is not admissible to the non-Doctors in the Govt. service. The Commission is not convinced about the justification for such an allowance. Hence it may be discontinued.
	EDs/FA&CAO/HODs/RMs	3750	
	SSOs/JSOs	3000	
4	Night duty Allowance to doctors (per 24 hours duty)	500 per day	In view of the admissibility of Emergency Health Care Allowance to the PTD Doctors, this allowance is not being recommended. Hence it may be abolished. The position is the same in respect of Doctors in HM&FW Dept also.

5 Reimbursable Allowances			
i)	Reimbursement of expenditure on refreshments	Maxm. limit per month	No such perquisite is admissible to the Officers working in the other Govt. Departments. Hence it may be discontinued.
	EDs/FA/CAO	3750	
	HODs/RMs	3450	
	SeniorScale Officers	3150	
	Junior Scale Officers	2250	
ii)	Reimbursement of conveyance expenditure (For all Officers who were not provided with Dept. Vehicle)	Maxm limit per month	As has been mentioned above, the PTD may finalise a list of such officials, if any, who need to be included in the category of Officers required to maintain own vehicles, with sufficient justification in each case, and to whom official vehicle has not been provided, with the approval of the Finance Dept. Only such Officials may be paid Conveyance Allowance at the rates recommended in Chapter-7 of Vol-I.Other than the above, Senior Officers in the Government above a certain rank are being provided with Govt. vehicles or hired private vehicles based on the duties assigned to them. A similar system may be adopted in case of PTD Officers also following existing Govt. guidelines. Hence this Allowance may be regulated accordingly.
	Senior Scale Officers	9750	
	DMs/Dy.EEs(Civil)	7500	
	JuniorScale Officers	6000	
iii)	Reimbursement of expenditure incurred for purchase of news papers, periodicals, journals	Maxm limit per month	Purchase of newspapers shall be governed by the provisions of A.P. Financial Code. According to this, the Commissioner, PTD is entitled to purchase three news papers in English and one in Telugu and each <u>independent Head of Office</u> to one news paper in English and one in Telugu. Payment/ reimbursement of the cost of news papers in the above cases shall be governed by the provisions of G.O.Ms. No.46, Fin. (Budget.I) Dept dated 25-05-2020. The facility should be discontinued in respect of the other Officers.
	EDs/FA&CAO	2000	
	HODs/RMs	1800	
	Senior Scale Officers	1500	
	Junior Scale Officers	1000	
6	Cell Phone Expenditure (Once in three years)	4000	The existing facility may be dispensed with. Instead, the supply of mobile handsets and recurring charges on their usage may be regulated by the provisions of G.O.Rt.No.158 I.T. & Communications Dept. dt.18-09-2012 and as modified from time to time.
7	Brief case Expenditure (Once in two years)	5000	No such perquisite is admissible to the Officers working in the other Govt. Departments. Hence it may be discontinued.

8	Stationery Expenditure (once in a year)	6000	Stationery items must be provided by the office. There is no justification for this allowance. Hence may be discontinued.
9	Travelling and Daily Allowances	Per day	The entitlement of Travelling Allowance and rates of Daily Allowance should be as recommended for different categories of Government employees in Chapter-7 of Vol-I
	EDs/FA/CAO	1800	
	HODs/RMs	1500	
	Senior Scale Officers	1200	
	Junior Scale Officers	900	

(6) Computer Allowance to Staff

Table-8.9

Sl.No	Category		Allowance per month ₹.		
			Supervisors	Staff	
1	a) System incharge	All Depots/NoUs/HO	0	500	
2	b) Back up incharge	All Depots/NoUs/HO	0	200	
3	c) Software modules	Supervisors/	Staff/Users		
		Oltas @ 1 per depot	Max. 12 per depot	300	200
		vemas @ 1 per depot	Max. 2 per depot	250	100
		stions @ 1 per depot	one per depot	200	100
		pms @ 1 per depot	one per depot	200	100
		factis @ 1 per depot	one per depot	200	100
		pay rolls @ 1 per Region/Zone	one per Region/Zone	200	100
		Accounts consolidation @ 1 per RO/ZO/HO	one per RO/ZO/HO	200	100
		OPRS @ 1 per each bus station	one per terminal/shift	200	150
		Olims @ 1 per ZS	one per terminal	200	100
		PF @ one at PF:HO	Max. 12	200	100
		Central MIS @ 1 at HO	Max. 4	200	100
4	d) HMS, SRBS, SBT etc.	One per Unit	Each user	200	100
	1) HO	Supervisors/	Staff/Users		
		Upto 3 Yrs	Upto 1 Yr	600	500
		3 to 5 yrs	1 to 3 Yrs	800	600
		Above 5 Yrs.	Above 3 Yrs.	1000	700
	2) Regions/Zones		Upto 1 Yr		600
			1 to 3 Yrs		700
			Above 3 Yrs.		800

Recommendations

08.17. The Department has informed that Computer allowance is paid to the employees working in depots and Non-operational Units, who are assigned the responsibility of ensuring uninterrupted working of computer software modules for the smooth flow of business operations. It is also stated that the Conductor category of employees, who are in possession of requisite qualifications and aptitude, are screened

and trained to handle the computer software modules of different departments like operations, engineering, personnel, accounts, stores etc. It has been argued that in order to prevent attrition of staff working on computers, where continuous learning and updation is required, a nominal Computer Allowance is being paid.

08.18. There is also a separate Computer Wing at the Head Office of APSRTC which consists of Junior Scale Officers (3), Senior Scale Officers (2) and Regional Manager rank Officers (1). These managers are not exclusively appointed for computer wing operations. It is stated that they are selected based on their IT skills and aptitude to handle the Computer software modules which are developed and maintained by firms like TCS, Abhibus, Oracle etc. This team of Managers, assisted by about 10 supervisors, is responsible for grounding and implementation of various software modules and hardware systems at all the Depots and non-operational units duly maintaining liaison with the firms that have developed software modules.

08.19. To a query by the Commission, the Department has informed that the computing work is done through menu driven screen-based application software packages which are user friendly. It is true that increasingly most routine functions in the Government Departments are being performed by the regular staff through similar software packages after they receive training on their usage. In fact use of Computer applications improves the functional efficiency of the staff and reduces their work burden. No Special Allowance is being paid to the Government staff in other Departments for working on the Computer software packages. In cases where a lot of data entry, data processing or report generation are involved qualified Data Entry Operators, Programmers etc. are being engaged in consultation with the IT&C and Finance Departments. Further, we are of the view that using Conductors and Senior Level Managerial Staff for full-time Computer work does not result in optimal use of those working personnel, as they have been selected for appointment because of their suitability to discharge entirely different sets of duties.

08.20. In the above circumstances we recommend that the PTD should report the whole matter to the IT&C Department of the Government for their advice as to whether given the nature of computing work, the Department needs to engage a complement of qualified Computer staff and if so at what level. Based on their advice further action may be initiated to induct such staff with the concurrence of the Finance Department, if needed. Pending a decision on the issue the Commission recommends discontinuance of the Computer Allowance.

(7) General recommendations regarding Allowances/ Special Pay:

08.21. Some of the Allowances and Special Pay, specifically recommended above, are similar to the ones recommended by the Commission to various categories of Government employees at Chapters 7 and 8 of Vol-I. Some of the other categories of Allowances and Special Pay, recommended at Chapter 7 and Chapter-

8 of Vol-I, may also be made applicable, as indicated below, to the equivalent categories of PTD employees. A comprehensive list of all such Allowances/ Special Pays is given below. The rates of such Allowances/ Special Pay and their eligibility conditions should be as recommended by the Commission in Chapters 7/ Chapter 8 of Vol-I.

Table-8.10

Sl. No.	Type of Allowance/ Special Pay	Category of PTD employee for whom recommended
Allowances:		
1	Travelling Allowance	All employees
2	Allowance for attending to official work on holidays	All L.V. Drivers (H.V. Drivers are not included since they are entitled to Double Duty Allowance as mentioned below)
3	Uniform Allowance/Uniform Maintenance Allowance	Employees of Security Wing, Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, MNO/FNO, Any other staff, if officially required to wear Uniform or Apron(in Laboratories/ Dispensaries/ Hospitals etc.)
4	Stitching Charges for Uniform	All employees who are supplied clothes for uniform,
5	Conveyance Allowance to specified categories of employees	Any employee who is officially required to maintain his/her personal conveyance (to be decided with the concurrence of Finance Dept.)
6	Conveyance Allowance to Blind, Hearing Impaired and Differently Abled employees	All such Differently Abled employees
7	Ration Allowance	Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, Radiographer, Dark Room Assistant
8	Special Compensatory Allowance	All employees working in Scheduled Agency areas
9	Risk Allowance	Lab Technician (Gr-I & II), Lab Assistant, Head Staff Nurse, Staff Nurse, Radiographer, Dark Room Assistant
10	Night Duty Allowance	Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, Radiographer, Dark Room Assistant, Pharmacist (Gr-I & II), MNO/FNO
11	Emergency Health Care Allowance	All Doctors of Medical Wing
12	Non Private Practice Allowance	All Doctors of Medical Wing subject to stipulated conditions
13	P.G. Degree and P.G.Diploma Allowance	Doctors of Medical Wing who acquire the higher qualification
14	Academic Allowance	All Doctors of Medical Wing
15	Theatre Allowance	Head Staff Nurse, Staff Nurse engaged in Operation Theatre duty
16	Intensive Care Unit Allowance	Head Staff Nurse, Staff Nurse, MNO/FNO

17	Clerical Allowance	Pharmacist (Gr-I & II)
18	Reimbursement of Tuition Fees to children of NGOs	All such categories who are classified as NGOs by the Government
19	Funeral charges to families of deceased employees	All employees
20	Child Care Allowance	Differently Abled women employees
21	Scribe Allowance	Orthopedically challenged employees not having both hands
22	Concessional Bus Pass facility for NGOs	All NGOs in the Department
Special Pay		
22	Special Pay to Drivers	L.V. Drivers only
23	Special Pay to Doctors	Hospital Superintendent, Lady Medical Officer
24	Special Pay to Peshi Staff	Personal Assistants to Chairman and Commissioner, PTD
25	Training Incentive	All faculty and non-faculty members, if drafted on deputation to the Training Institute

(8) Duty based Allowances

08.22. The APSRTC has been granting certain duty based compensations to the staff. They are given below:

(a) Over-time Allowance-

08.23. In some bus routes, the operating crew (Driver/Conductor) are allowed to work beyond 8 hours of duty in a day, to continue the journey and reach the destination or to complete the round trip. In such cases, for the extra hours of duty performed by the crew over and above the stipulated 8 hours, as per the Motor Transport Workers Act Over Time Allowance is paid @ double the pro-rata wages calculated for one hour of regular duty.

$$[\text{Over Time amount per Hour} = (((\text{Pay} + \text{DA}) * 12)/365 * 8) * 2]$$

Recommendation

08.24. Over-time allowance is admissible as per the statutory provisions of Section 26 of the Motor Transport Workers (MTW) Act, 1961. It is also directly related to the additional duties performed by the crew which results in optimising staff utilisation. Hence the Over-time Allowance may continue to be paid.

(b) Double Duty amount-

08.25. In certain contingencies like fairs and festivals etc. the traffic demand increases drastically compelling the bus depots to operate additional bus services/trips to clear the rush. Since, the contingent of staff provided in a depot is fixed based on the usual number

of schedules, the crew availing weekly offs/ rest days are also utilized to perform the additional duties (which are called double duties). Also, sometimes in the event of sudden absence of the designated crew due to ill health or for personal reasons, resting crews are detailed to perform double duties. In such cases, the crews are eligible to draw over time allowance as per section 26 of the MTW Act. However, the APSRTC, by negotiating with the Employees' Associations, has been paying lumpsum amounts of @ ₹.800 per duty to Drivers and ₹.700 per duty to Conductors on such occasions. It has been informed that normally a healthy driver/conductor performs 2- 3 double duties in a month.

Recommendation

08.26. The Double Duty amount is thus an extra compensation paid for rendering additional hours of work over and above the normal call of duty. Considering the above and the statutory nature of these payments, we recommend their continuance.

(9) Production/ Performance based incentives

The APSRTC has been paying the following incentives:

(a) Depot Incentive Scheme on improvement of bus revenue over targets:

08.27. Every bus service is allocated a 'Target Revenue' based on the previous three months average performance and loading the same with some correction factor. The bus crew (Driver/Conductor) is allowed monetary incentive in the ratio of 25:75 (Driver: Conductor) for achieving bus revenue over and above the Target Revenue set for the service. The scale of incentive is shown below:

Table-8.11

Sl. No	Type of bus	On reaching Target	On exceeding Target
1	Pallevelugu	0.35%	1.34%
2	Express	0.16%	0.65%
3	Ultra Deluxe	0.15%	0.83%
4	Super luxury	0.13%	0.98%
5	Indra	0.14%	1.22%

(b) Incentive to Drivers operating buses without Conductors

08.28. Some longdistance buses with limited stops are operated with Drivers only. These drivers operate Ticket Issuing Machines (TIM). This system has been implemented in the APSRTC for more than 15 years with a view to save the cost on Conductors on such bus services. A part of the amount thus saved in the form of Conductor wages is paid to the driver as incentive as follows:

Table-8.12

Sl. No	Type of bus	Incentive of ₹.1.00 for the ticket value up to ₹.	Incentive of ₹.2.00 for the ticket value more than ₹.
1	Express	205	205
2	Ultra Deluxe	245	245
3	Super luxury	260	260
4	Indra	295	295

(c) Production incentive bonus (PIB) to the employees of Workshops and Tyreshops

08.29. The demand for supply of Engines, Gear boxes, FIPs, Front axels, Rear axles, Tyres etc. on depots vary from month to month in a year depending on seasonality of traffic flow patterns. Since fixed complement of workmen are provided in the Workshops and Tyre shops based on the average demand for the above stated components, in peak months the man power provided is not sufficient to supply the Units to the Depots as per the enhanced demands.

08.30. In such cases, the workmen are allowed to work for additional hours in order to produce more units than the standard production level attributable to working at 100% standard efficiency level determined on the basis of work and time studies. The amount saved by this additional production in terms of additional production hours is paid to the workmen equally in the form of production incentive bonus (PIB). This system has been in existence in the Corporation for more than 30 years since enhancement of man power to meet the additional production demand is a much more costly option than paying production incentive bonus (PIB).

(d) Incentive to drivers and garage staff on Diesel oil saved

08.31. To motivate the drivers and garage staff to save money through Diesel conservation, they are paid incentive @ ₹. 6.50 per each litre of fuel saved over and above the targeted diesel oil consumption for that bus service. The amount so saved on diesel consumption in a month is distributed among the drivers and all garage staff in the ratio of 60:40 (approximately).

(e) Incentive to all garage staff and drivers on savings due to reduction in TYRE cost

08.32. To motivate the drivers and garage staff to save money through best tyre maintenance practices and driving skills, they are paid a nominal incentive on the cost saved by reducing consumption of Tyres at the depot. The maximum incentive paid in a month on this parameter is limited to ₹.100/- to garage staff per head and ₹.25/- to each driver.

(f) Incentive to garage staff on Lubrication Oil saved

08.33. To motivate the garage staff to save money through best engine maintenance practices, they are paid a nominal incentive on the cost saved by reducing consumption of Lubrication oils at the depot. The maximum incentive paid in a month on this parameter is limited to ₹.25/- per garage staff.

(g) Incentive to all garage staff and drivers on savings due to reduction in Springs consumption

08.34. To motivate the garage staff and drivers to save money through adoption of best suspension system maintenance practices and good driving habits, they are paid a nominal incentive on the cost saved by reducing consumption of springs of suspension system at the depot. The maximum incentive paid in a month on this parameter is limited to ₹.25/- to garage staff and drivers per head.

(h) Incentive to the Traffic supervisors and DM on achievement of highest %of service targets

08.35. Traffic Supervisors [Dy. Supt (Traffic), Superintendent (Traffic) and Asst. Manager (Traffic)] of a depot and the Depot Manager are paid a lumpsum amount, as indicated below, on achievement of targets for minimum 55% of total services in a month, on the ground that they are involved regularly in motivating the crew to improve the bus revenue and achieve the Target Revenues for each service.

Table-8.13

Sl. No	% of achievement of service targets	Incentive Amount paid to DM and Traffic Supervisors
1	55 to 60	400
2	60 to 65	500
3	65 to 70	600
4	More than 70	800

(i) Incentive to Garage Supervisors and DMs on achievement of high fuel performance

08.36. The Department has informed that Garage Supervisors [Dy. Supt. (Mech), Supdt. (Mech) and Asst. Manager (Mech)] of a depot and the Depot Manager are being paid a lumpsum amount on achievement of high KMPL for the depot in a month compared to the Corporation average KMPL (5.30) as they motivate the drivers to save Diesel oil, improve fuel efficiency and achieve the Target KMPL for each service. They are as indicated below:

Table-8.14

HSD KMPL achievement slabs		Amount per head	
Depot Manager	Garage Supervisors	Depot Manager	Garage Supervisors
5.60 to 5.70	5.50 to 5.60	300	200
5.70 to 5.80	5.60 to 5.70	400	300
> 5.80	> 5.70	500	400

(j) Fixed incentive amount to drivers on AC services in lieu of incentive on earnings parameter

08.37. A fixed amount of ₹.50/- per duty is paid to the drivers operating AC Services (Garuda and above bus products), since there is no system of paying incentive on additional revenue earned over and above service Revenue Target.

(k) Incentive amount to PHB drivers:

08.38. For the additional revenue realised over and above the service 'Revenue targets' Private Hired Bus drivers are also paid incentive amount on par with RTC drivers.

(l) Incentive amount on sale of 'Travel As You Like' ticket (TAYL) (valid in Visakhapatnam and Vijayawada cities only):

08.39. Conductors are authorized to sell TAYL tickets which are valid for travel by any city bus, either in Vijayawada or Visakhapatnam, for 24 hours from the time of purchase. On sale of such tickets, Conductors are being paid incentive at the following rates:

@₹.0.50 per TAYL ticket upto sale of 5 tickets in a day.

₹.1.00 per TAYL ticket from 6th ticket onwards in a day.

(m) Incentive amount on sale of Single Journey Ticket (SJT) and Return Journey Ticket (RJT) between Tirupathi & Tirumala

08.40. Conductors are authorized to sell SJT and RJT tickets for journey between Tirumala and Tirupathi. On sale of such tickets, Conductors are being paid incentive as follows:

@₹.0.50 per each SJT ticket, @₹.1.00 per each RJT ticket.

Recommendations:

08.41. Our recommendations in this regard are as under:

- (i) The incentives listed at (a), (b), (c), (d), (e), (f), (g), (k) and in respect of Garage Supervisors only for item (i) above are being paid for achieving/ surpassing specific quantifiable and measurable performance standards which have a direct bearing on the financial performance of a commercial organisation like the APSRTC. These incentives help motivate the concerned categories of employees who directly contribute to the improved performance. Hence we recommend that these specific incentives may continue to be disbursed. However since these incentives are directly related to the operational profitability of APSRTC, we recommend that the Government direct the APSRTC to implement, monitor, evaluate and pay for these incentives.**
- (ii) We do not find much justification for the grant of incentive items figuring at (h), Depot Managers in respect of (i), (j), (l) and (m). In these cases either the improved performance is not directly attributable to the benefited categories of employees [(h) and (i)] or there is no measurable performance criterion involved [(j)] or the linked performance parameters are not, in our view, very deserving for award of incentives [(l) and (m)]. Hence they may be abolished.**

(10) Bus Pass Facility

08.42. The APSRTC used to provide to all its employees three (3) sets of bus passes in a calendar year, for free travel by buses of APSRTC for any personal purpose. Under this facility the family members of the employees, up to maximum 6 (including self), are allowed to travel free from the origin to the destination of their choice, as mentioned in the bus pass, and back. The eligible family members include self, spouse, children and parents. Sons aged more than 21 years and married daughters are not eligible but widow daughters are eligible. If the passes are not utilized during the year the same get lapsed.

08.43. The officers are also provided the above bus pass facility. However, Officers are allowed to surrender the 3 sets of bus passes and in lieu thereof get their travel expenses reimbursed for the journeys performed by the family members by any mode of transport i.e., train, air, registered tourist vehicles etc. within India. The maximum surrender value of each set of bus pass is ₹. 12, 000 for JSO/SSO and ₹.15,000/- for RMs/EDs subject to production of original bills related to the travel for audit.

08.44. All the Employees' Associations have unanimously requested for continuance of the abovementioned Bus Pass facility by foregoing the LTC facility available in the Government service.

Recommendation

08.45. We have examined the corresponding facilities available to the employees of the Indian Railways, a PSU at the Central Government level, which operates a huge public transport system. We find that the Railway employees are given Privilege Passes in every calendar year which enables them to travel free by the entitled type of train in the entitled class. The existing scheme was modified on the basis of recommendations of the 7th CPC by allowing the employees an option to avail All India LTC facility once in a block period of four years by surrendering all the Privilege Passes for that year. In case however they have already used one or more passes during a year they would not be permitted to opt for AILTC. No Home Town LTC is admissible to the Railway employees. **Based on this analogy we recommend the following in respect of the PTD employees:**

- (a) The existing Bus Pass facility of APSRTC may be continued for all employees;**
- (b) All PTD employees will be eligible to opt for LTC facility, by any of the entitled mode of travel, to 'Anywhere in the State' (including travel to anywhere in India on one occasion during the entire service career, subject to the same limitations and conditions as applicable to other Government employees) once in a block period of four years. The first such block period shall be 2020-2023. In order to be eligible to avail such LTC, all the bus passes for that year will have to be surrendered;**
- (c) The facility now available to the Officers of APSRTC to surrender the Bus Passes for the purpose of reimbursing their cost of journey by other modes of transport to anywhere in India shall be dispensed with;**
- (d) The definition of 'family' should be the same as given under the Andhra Pradesh Travelling Allowance Rules, 1996 and the Government rulings thereunder;**
- (e) No 'Home Town' LTC facility shall be admissible to the PTD employees.**

(11) Conveyance Allowance to Officers:

08.46. The Department has informed that officers of APSRTC discharge their responsibilities on 24X7 basis. Their duties demand attending the problem areas at short notice either at the depot or the place of incidents like accidents, dharnas, traffic hold ups etc. Therefore, such officers were provided earlier with Departmental light vehicles (along with departmental drivers) for their mobility.

08.47. However, in order to minimize the expenditure on provision of conveyance facility, the guidelines were revised and at present the following amounts are being paid to the officers to make necessary transportation arrangements, duly dispensing with old departmental vehicles and LV Drivers in most cases.

Table 8.15

Sl No.	Conveyance system	Amount
1	RTC Vehicle + Private driver	₹.20,000 at Hyderabad, Bengaluru and Chennai locations; ₹.15,000 towards driver wages, at other locations
2	Hire/own vehicle + Private driver	₹.30,000 towards EMI, maintenance, diesel and driver wages
3	Officers not provided with vehicle facility have to make their own arrangements (car/two-wheeler) to attend duties and emergencies	₹.6000/- to JSOs ₹.7500/- to Dy.EE(Civil) ₹.9750/- to SSOs

Recommendation

(i) Sl. No. 1 and 2 above

08.48. Senior Officers in the Government are being provided with Govt. vehicles or hired private vehicles based on the nature of duties assigned to them. A similar system may be adopted in case of PTD Officers also, in consultation with the Finance Department. In cases where private vehicles are hired, the cap on monthly hiring charges for different types of vehicles are being specified by the Finance Department from time to time. The PTD should also follow the same stipulations. Similarly where PTD/APSRTC vehicle is used but there is no regular PTD Driver available, the Driver may be outsourced following the existing guidelines of Finance Department and remuneration may be paid as per the norms fixed by the Finance Dept. from time to time.

(ii) Sl. No. 3 above

08.49. As recommended at Sl. No. 5(ii) in Table-8.8

CHAPTER-9

PROTECTION OF TOTAL EMOLUMENTS (PAY AND ALLOWANCES) OF THE PTD EMPLOYEES

09.01. All the service Associations in PTD have requested that in the process of pay fixation, the total emoluments that the employees have been receiving as on the date of their absorption in Government service should be protected.

09.02. The Commission feels that this is a legitimate request. It is possible that in cases of some PTD employees the gross total emoluments (sum total of Pay and non-variable/fixed Allowances), as determined on 01-01-2020 in the RPS-2018, may fall short of their total emoluments in the APSRTC. Such shortfall may be treated as Personal Pay to be absorbed in future increases in pay and allowances.

CHAPTER-10

AUTOMATIC ADVANCEMENT SCHEME

10.01. The evolution of Automatic Advancement Scheme (AAS) for Government employees and the various clarifications/ modifications issued from time to time to remove anomalies in its implementation have been dwelt upon in great detail by the Commission in Chapter-9 of Vol-I of this Report. It would be worthwhile to reproduce here the recommendations of the Commission regarding further continuance of the scheme in RPS-2018. They are as follows:

- (1) The existing Special Grade Post Scale, SPP Scale IA/ SAPP Scale IA, SPP Scale IB/ SAPP Scale IB may be continued with eligibility for the Special Grade Scale after 6 years of service in the same post, SPP-IA/ SAPP-IA Scale after 12 years and SPP -IB/ SAPP-IB Scale after 18 years;
- (2) The present SPP Scale -II/SAPP Scale-II, eligible after 24 years of service in the same post, may be rechristened as SPP Scale-IIA/ SAPP Scale-IIA;
- (3) An employee, on completion of 30 years of service in a particular post, may be granted one increment in the SPP Scale IIA/ SAPP Scale IIA, as the case may be, which shall be called the Special Promotion Post Scale II-B/ SpecialAdhoc Promotion Post Scale II-B;
- (4) The benefit of Automatic Advancement Scheme may be permitted up to and inclusive of Grade-25 in the revised scales i.e., ₹.76730-162780;
- (5) All other instructions issued by the Government in G.O.Ms. No.68, Finance (HRM.V.PC) Department dated 12-06-2015 may apply mutatis mutandis to the modified scheme as now recommended.

10.02. Correspondingly, in the APSRTC the Junior and Senior Scale Officers, after completion of 9/18 years of continuous service in that cadre, which counts for increments, are being placed in the respective Stagnation Grade Scales duly allowing one notional increment in the existing scales. Similarly, the Regional Managers/Heads of Departments (HoD), after completion of 25 years of continuous service in that cadre, which counts for increments, are eligible to be placed in the Stagnation Grade Scale duly allowing one notional increment in the existing scale.

10.03. The PTD employees have requested for application of AAS to them in lieu of the Stagnation Grade Scheme applicable in the erstwhile APSRTC service.

Recommendation

10.04. The Commission recommends that the existing Stagnation Grade Scale Scheme of APSRTC may stand abolished on absorption of its employees into Government service. In lieu thereof the PTD employees would be extended the benefit of Automatic Advancement Scheme (AAS) in the following manner:

- (a) The benefit of AAS Scales may be given to the PTD employees on their absorption into Government Service i.e. 01-01-2020, on satisfying the eligibility conditions and following the guidelines stipulated under the Scheme;**
- (b) As in the case of other Government employees, the benefit of Automatic Advancement Scheme may be allowed up to and inclusive of Grade-25 (₹.76730-162780) in the revised scales;**
- (c) The total qualifying service in any category put in by a PTD employee i.e., including the APSRTC service prior to 01-01-2020 and Government service from 01-01-2020, may be counted towards determining eligibility for AAS Scales;**
- (d) Those of the PTD employees, who have completed 6/12 years of qualifying service in any category but have not completed 9/18 years of service respectively, as on 01-01-2020 (date of absorption in Government service), may be given the benefit of Special Grade Post Scale and SPP Scale-IA/SAPP Scale-IA respectively with effect from 01-01-2020. Thereafter service eligibility for the subsequent AAS scales may be reckoned on the basis of the principle at (c) above;**
- (e) PTD employees, who have earned the 9-year Stagnation Grade Scale in APSRTC prior to 01-01-2020, will be eligible for the SPP Scale-IA/SAPP Scale-IA (12 years), SPP Scale-IB/ SAPP Scale-IB (18 years), SPP Scale-IIA/SAPP Scale-IIA (24 years) and SPP Scale-IIB/SAPP Scale-IIB (30 years), on or after 01-01-2020, by counting the total qualifying service in the same category as mentioned in (c) above;**
- (f) PTD employees, who have earned the 18-year Stagnation Grade Scale in APSRTC prior to 01-01-2020, will be eligible for the SPP Scale-IIA/ SAPP Scale-IIA (24 years) and SPP Scale-IIB/SAPP Scale-IIB (30 years), on or after 01-01-2020, by counting the total qualifying service in the same category as mentioned in (c) above.**

CHAPTER-11
OTHER SERVICE BENEFITS

11.01. The Commission has made several recommendations relating to the following service benefits for the Government employees:

- 1. Leave Benefits (Chapter-10, Vol-I)**
- 2. Advances (Chapter-12, Vol-I)**
- 3. Medical Facilities (Chapter-13, Vol-I)**
- 4. Benefits for Differently Abled Employees (Chapter-16, Vol-I)**

11.02. We recommend that the above benefits and all other service benefits, ordinarily available to other Government employees, such as Compassionate Appointment Scheme, Insurance cover under APGLI/GIS etc. may be made applicable to the PTD employees also with effect from 01-01-2020 (date of absorption). Earned Leave and Half Pay Leave at the credit of the absorbed PTD employees as on 01-01-2020 may also be carried over to their respective Leave accounts with the Government. It is also recommended that the past regular service rendered in the APSRTC should be counted for all purposes on absorption in the Government.

11.03. We further recommend that the Government may suitably instruct the APSRTC to continue the present medical facilities available to the RTC employees, at the Central Hospital, Vijayawada and Area Dispensaries, such as pharmacy, diagnostics, consultancy and treatment.

CHAPTER-12

PENSIONARY/RETIREMENT BENEFITS

a) Pension and Provident Fund benefits in the APSRTC

12.01. All employees of APSRTC are covered by the Employees' Provident Fund Organisation (EPFO) under its Employees' Pension Scheme (EPS)-95. With the approval of the EPFO, the Corporation has been managing the Provident Fund of all employees through the APSRTC PF Trust. Every month the said Fund receives remittances of 12% of Pay plus D.A. in respect of all employees towards employees' contribution and an equal amount from the Corporation as Employer's contribution. Out of the employer's contribution a specified amount is transferred every month to the credit of the Pension Fund.

12.02. After retirement the employee gets a nominal pension ranging from ₹.1000-4000 per month based on the length of service put in him/her. The amount accrued in the Provident Fund account of the employee, including the interest earned, is also paid to the retired employee as a lump sum amount.

12.03. In addition, the APSRTC has been operating a group pension scheme called the Staff Retirement Benefit Scheme (SRBS) to which all the employees contribute an amount of ₹.250/- per month. After retirement the employees get pension ranging from ₹.1000/- to ₹.3200/- per month basing on their eligibility. In case of demise of the pensioner the spouse gets 50% as Family Pension

Pension Scheme in the Government

12.04. The Government employees, who joined duty prior to 01-09-2004, are covered by the A.P. Revised Pension Rules, 1980. The quantum of pension depends on the length of qualifying service, with the full pension amounting to 50% of the last pay drawn. Government employees joining service after 01-09-2004 are covered by the Contributory Pension Scheme (CPS). The CPS, as the name suggests, is based on equal monthly contribution of 10% of Basic Pay plus D.A. each by the employee and the Government.

b) Gratuity Scheme in the APSRTC

12.05. In the APSRTC Gratuity is payable to those employees who complete 5 years of service. The minimum service condition is not a requirement in cases of cessation of service for medical reasons or demise of the employee. The Gratuity amount payable to an employee is determined according to the following formula:

Amount Payable = (Pay + DA) last drawn x 15/26 x (number of completed years of service subject to a maximum of 20 years)

Gratuity Scheme in the Government

12.06. In the State Government also Gratuity is payable only on completion of 5 years of service, The amount payable, as per the recommendation of this PRC, is calculated as follows:

- (a) 1/4th of the emolument for every completed six monthly period of service, or
- (b) 16 ½ times of pay last drawn, or
- (c) Rupees 16 lakh (recommended by 11th PRC), whichever is less

Request of the APSRTC employees

12.07. All the PTD Employees Associations have unanimously made representations requesting that the Corporation employees, who joined service prior to 01-09-2004, be brought under the purview of APRP Rules, 1980 by taking over the amounts accumulated to the credit of their PF/Pension Fund accounts. The post 01-09-2004 recruits may however continue under EPS-95. They have also requested for adopting the existing APSRTC formula for calculation of Gratuity amount without monetary ceiling. They have further requested for making provisions for grant of Death Gratuity as applicable to Government employees. Yet another request is to increase the maximum limit for accumulation of Earned Leave up to 500. Days.

Recommendation

a) Pensionary benefit

12.08. It is obvious that at the time of joining service in the APSRTC there was no service contract with the employees for either absorption into Government service or coverage under the APRP Rules, 1980. Moreover, since the Corporation employees have been absorbed into Government service with effect from 01-01-2020, they can claim for being entitled to similar benefits as those applicable to other Government employees joining service on that date, which is coverage under the CPS.

12.09. **In view of the above, we recommend that the PTD employees, absorbed in Government service on 01-01-2020, be given an option to either continue with EPS-95 or join the CPS.**

b) Gratuity

12.10. In G.O.Ms.No. 107 Finance (HR-V-Pension, GPF) Dept. dated 29-06-2017 Government have extended the benefit of Retirement Gratuity/Death Gratuity to the State Government employees covered by the Contributory Pension Scheme. **Hence the PTD employees, who opt for CPS, will automatically be covered under the DCRG Scheme applicable to the Government employees as mentioned above. In case, however, they opt to continue under EPS-95, they may be allowed get the benefit under the APSRTC Gratuity formula as before.**

Other Retirement Benefits

12.11. It is recommended that the PTD employees, who are absorbed into Government service on 01-01-2020, should be entitled, after their retirement, to the following other benefits on par with other Government employees:

- a) Encashment of accumulated Earned Leave**
- b) Coverage under EHS**
- c) Death Relief**
- d) Medical Allowance**
- e) Benefits applicable on voluntary retirement/retirement on medical grounds**

12.12. There is a request from some sections of employees to extend the Employees' Health Scheme (EHS) to the former APSRTC employees who retired from service prior to 01-01-2020. We are not in a position to recommend for acceptance of this request since such employees were not Government employees at any point of time.

CHAPTER-13

FINANCIAL IMPLICATION

13.01. The estimated expenditure (B.E. 2020-21) on Salaries and Allowances of the employees of Public Transport Department has been projected at ₹.3060 Crore. According to our estimation the net additional financial impact of our recommendations would be of the order of about ₹.225-250 Crore per annum.

Annexure-I
Pay Scales assigned to various employee categories in
Public Transport Department

Sl. No.	Category	Existing (₹.)		Revised (₹.)		Remarks
		Scale No.	Scale	Grade	Scale	
1	Commissioner					Cadre Officer
2	Executive Director	94	186250-286600	30	112610-174790	
3	FA & CAO					On Deputation
4	Regional Manager	93	112000-273200	28	94500-170580	
5	Chief Mechanical Engineer (Maint)/ Chief Mechanical Engineer (C&B)/ Chief Engineer (IE)	93	112000-273200	28	94500-170580	
6	Chief Civil Engineer	93	112000-273200	28	94500-170580	
7	Chief Personnel Manager	93	112000-273200	28	94500-170580	
8.	Chief Controller of Stores	93	112000-273200	28	94500-170580	
9	Chief Med Officer	93	112000-273200	28	94500-170580	
10	Chief Manager (F&A)	93	112000-273200	28	94500-170580	
11	Chief Traffic Manager/ Chief Manager (Comml.)/ Chief Engineer (IT)	93	112000-273200	28	94500-170580	
12	Director, Vig. & Security					On Deputation
13	Deputy Chief Mechanical Engineer/ Works Manager	92	79000-192670	25	76730-162780	
14	Executive Engineer (Civil)	92	79000-192670	25	76730-162780	
15	Deputy Chief Personnel Manager/ Principal/ Senior Law Officer/ OSD & Secretary	92	79000-192670	25	76730-162780	
16	Controller of Stores	92	79000-192670	25	76730-162780	
17	Senior Medical Officer	92	79000-192670	25	76730-162780	
18	Deputy Chief Accounts Officer	92	79000-192670	25	76730-162780	
19	Deputy Chief Traffic Manager/ Deputy Chief Manager (Comml)	92	79000-192670	25	76730-162780	
20	Assistant Director, Vigilance& Security	92	79000-192670	25	76730-162780	
21	Depot Manager	91	57000-142500	21	57100-147760	
22	Assistant Mechanical Engineer/ Assistant Works Manager/ Assistant Mechanical Engineer (Tyres)	91	57000-142500	21	57100-147760	
23	Deputy Executive Engineer (Civil)/ Deputy Executive Engineer (Elec)	91	57000-142500	21	57100-147760	
24	Personnel Officer/ Public Relations Officer/ Law Officer	91	57000-142500	21	57100-147760	
25	Stores Officer/ Purchase Officer	91	57000-142500	21	57100-147760	
26	Medical Officer	91	57000-142500	21	57100-147760	
27	Accounts Officer	91	57000-142500	21	57100-147760	
28	Assistant Traffic Manager	91	57000-142500	21	57100-147760	

29	Security Officer/ Vigilance & Security Officer	91	57000-142500	21	57100-147760	
30	Nursing Superintendent	1	41140-137500	20	54060-140540	
31	Assistant Engineer (Mechanical)/ Assistant Engineer (Vul)	1	41140-137500	19	48440-137220	
32	Assistant Engineer (Civil)/ Assistant Engineer (Elec)	1	41140-137500	19	48440-137220	
33	Assistant Manager (Personnel)	1	41140-137500	19	48440-137220	
34	Assistant Manager (Material)/ Assistant Manager (Purchase)	1	41140-137500	19	48440-137220	
35	Assistant Manager (Finance)	1	41140-137500	19	48440-137220	
36	Assistant Manager (Traffic)	1	41140-137500	19	48440-137220	
37	Assistant Manager (Statistics)	1	41140-137500	19	48440-137220	
38	Chief Security Inspector	1	41140-137500	19	48440-137220	
39	Superintendent (Mechanical)/ Superintendent (Vul)	2	32350-108100	18	45830-130580	
40	Section Officer (Civil)/Section Officer (Elec)	2	32350-108100	18	45830-130580	
41	Superintendent (Personnel)	2	32350-108100	18	45830-130580	
42	Superintendent (Material)/ Superintendent (Purchase)	2	32350-108100	18	45830-130580	
43	Head Staff Nurse	2	32350-108100	18	45830-130580	
44	Superintendent (Finance)/ Superintendent (Audit)	2	32350-108100	18	45830-130580	
45	Superintendent (Traffic)	2	32350-108100	18	45830-130580	
46	Superintendent (Statistics)	2	32350-108100	18	45830-130580	
47	Security Inspector	2	32350-108100	18	45830-130580	
48	Deputy Superintendent (Mechanical)/ Deputy Superintendent (Vul)	3	27650-92360	16	40970-124380	
49	Deputy Section Officer (Civil)/ Deputy Section Officer (Electrical)	3	27650-92360	16	40970-124380	
50	Deputy Superintendent (Personnel)	3	27650-92360	16	40970-124380	
51	Deputy Superintendent (Material)/ Deputy Superintendent (Purchase)	3	27650-92360	16	40970-124380	
52	Staff Nurse	3	27650-92360	16	40970-124380	
53	Deputy Superintendent (Finance)/ Deputy Superintendent (Audit)	3	27650-92360	16	40970-124380	
54	Deputy Superintendent (Traffic)	3	27650-92360	16	40970-124380	
55	Deputy Superintendent (Statistics)	3	27650-92360	16	40970-124380	
56	Security Sub-Inspector	3	27650-92360	16	40970-124380	
57	Pharmacist Gr-I	3	27650-92360	15	38720-118390	
58	Laboratory Technician Gr-I	3	27650-92360	15	38720-118390	
59	Leading Hand/ Leading Hand (Vul)	15	26250-87780	14	37640-115500	
60	Assistant Section Officer (Civil)/ Assistant Section Officer (Electrical)	15	26250-87780	14	37640-115500	
61	Senior Assistant (Personnel)	15	26250-87780	14	37640-115500	
62	Senior Assistant (Material)/ Senior Assistant (Purchase)	15	26250-87780	14	37640-115500	

63	Senior Assistant (Finance)/ Senior Assistant (Audit)	15	26250-87780	14	37640-115500	
64	Traffic Instructor Gr-III	15	26250-87780	14	37640-115500	
65	Depot Clerk	15	26250-87780	14	37640-115500	
66	Travel Ticket Inspector	15	26250-87780	14	37640-115500	
67	Physiotherapist	3	27650-92360	13	35570-109910	
68	Pharmacist Gr-II	15	26250-87780	13	35570-109910	
69	Security Assistant Sub- Inspector	15	26250-87780	13	35570-109910	
70	Radiographer (Gr-II)	15	26250-87780	13	35570-109910	
71	Laboratory Technician Gr-II	15	26250-87780	12	34580-107210	
72	ECG Technician (Gr-II)	15	26250-87780	12	34580-107210	
73	Auxiliary Nurse Midwife (ANM)	15	26250-87780	10	29980-94500	
74	Driver Gr-I (H.V.)	4	25480-85120	10	29980-94500	
75	Artisan Gr-I (ITI)/Mechanic Gr-I, Tyre Mechanic Gr-I	5	24200-80990	9	28280-89720	
76	Junior Assistant (Personnel)	6	21670-72430	9	28280-89720	
77	Junior Assistant (Material)/ Junior Assistant (Purchase)	6	21670-72430	9	28280-89720	
78	Junior Assistant (Finance)	6	21670-72430	9	28280-89720	
79	Assistant Depot Clerk/ Assistant Depot Clerk (Tech)	6	21670-72430	9	28280-89720	
80	Controller	6	21670-72430	9	28280-89720	
81	Conductor Gr-I	6	21670-72430	9	28280-89720	
82	Security Head Constable	6	21670-72430	9	28280-89720	
83	Driver Gr-II (H.V.)	7	21390-71520	8	27500-87480	
84	Mechanic Gr-II	8	20300-67790	7	25220-80910	
85	Tyre Mech Gr-II	8	20300-67790	7	25220-80910	
86	Electrician-AC/DC	8	20300-67790	7	25220-80910	
87	Coach Builder	8	20300-67790	7	25220-80910	
88	Panel Beater	8	20300-67790	7	25220-80910	
89	Painter	8	20300-67790	7	25220-80910	
90	Welder/ Tinsmith	8	20300-67790	7	25220-80910	
91	Trimmer	8	20300-67790	7	25220-80910	
92	Black Smith	8	20300-67790	7	25220-80910	
93	M/W Mechanic	8	20300-67790	7	25220-80910	
94	Machinist	8	20300-67790	7	25220-80910	
95	Vulcaniser	8	20300-67790	7	25220-80910	
96	M/W Mechanic (Vul)	8	20300-67790	7	25220-80910	
97	Electrician-AC (Vul)	8	20300-67790	7	25220-80910	
98	Typist	8	20300-67790	7	25220-80910	
99	Conductor Gr-II	9	19580-65450	7	25220-80910	
100	Security Constable	9	19580-65450	6	23780-76730	
101	LV Driver	10	19160-64160	6	23780-76730	
102	Routine Clerk	8	20300-67790	5	23120-74770	
103	Lab Assistant	11	18660-62460	4	22460-72810	
104	Hammerman	10	19160-64160	4	22460-72810	
105	Dark Room Assistant	11	18660-62460	4	22460-72810	
106	Deputy Mechanic	11	18660-62460	3	21200-65360	

107	Work Inspector (T/NT)	11	18660-62460	3	21200-65360	
108	Record Tracer	11	18660-62460	3	21200-65360	
109	Male/Female Nursing Orderly (2)	10	19160-64160	2	20600-63660	
110	Assistant Mechanic / Assistant Mechanic (Vul)	12	16890-56520	1	20000-61960	
111	Fieldman(Man Mazdoor)	12	16890-56520	1	20000-61960	
112	Ward Boy/Ward Girl	11	18660-62460	1	20000-61960	
113	Stores Attendant	12	16890-56520	1	20000-61960	
114	Attender	12	16890-56520	1	20000-61960	
115	Sweeper	12	16890-56520	1	20000-61960	

Annexure-II

GOVERNMENT OF ANDHRA PRADESH ABSTRACT

PUBLIC SERVICES - 11th Pay Revision Commission - Study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) and extension of term of the Commission for a further period of two months upto 31st March, 2020 - Orders - Issued.

=====

GENERAL ADMINISTRATION (SC.A) DEPARTMENT

G.O.RT.No. 566

Dated: 17-03-2020

Read the following:-

1. G.O. Ms. No. 75, General Administration (SC.A) Department, dt.28.5.2018
2. G.O. Rt. No. 1451, General Administration (SC.A) Department, dt.03.7.2018
3. G.O. Rt. No. 1499, General Administration (SC.A) Department, dt.04.7.2019
4. G.O. Rt. No. 2306, General Administration (SC.A) Department, dt.17.10.2019
5. G.O. Rt. No. 2806, General Administration (SC.A) Department, dt.12.12.2019
6. From the Finance (HR) Department, e-file bearing No. FIN01- HR0PCTA (RPRC)/51/2019-PC-TA, dated 02.03.2020.

ORDER:

In the circumstances reported in the reference sixth read above, in continuation of the orders issued in the reference 1st read above, the matter of study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) is hereby referred to 11th Pay Revision Commission for its recommendations.

2. The terms of reference of the Commission in respect of the matter of study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) shall be as follows:

- (a) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of Public Transport department which have a financial bearing taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;
- (b) To examine as to what extent the existing DA may be merged in pay and, to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.
- (c) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.
- (d) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to

make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed, desirable with regard to their rates, terms and other conditions which should govern them in future.

- (e) To examine and review the existing pension structure for pensioners, and make recommendations which may be desirable and feasible.
- (f) In formulating its recommendations, the Commission may take into account the overall financial position of the State.

3. Further, the term of the 11th Pay Revision Commission and the appointment of Sri Ashutosh Mishra, IAS (AP:1981) (Retd.) as Pay Revision Commissioner is also extended for a further period of (2) two months up to 31.03.2020, on the same terms and conditions issued earlier.

4. This order issues with the concurrence of Finance Department vide their U.O.No. FIN01-HR0PCTA(RPRC)/51/2019-PC-TA, dated:02.03.2020.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)
NILAM SAWHNEY
CHIEF SECRETARY TO GOVERNMENT

To

Sri Ashutosh Mishra, IAS (AP:1981) (Retired), Pay Revision Commissioner.

The Principal Finance Secretary to Government.

The Finance (HR-PC) Department.

The Pay & Accounts Officer, A.P., Vijayawada.

The Accountant General, A.P., Vijayawada.

Copy to:

All the Departments of Secretariat.

All the Heads of Departments / Collectors & District Magistrates.

The Registrar General, High Court of A.P., Amaravati.

The Registrars of all the Universities in the State.

All the Recognised Service Associations.

The P.Ss to all Ministers.

The Principal Advisory / Additional Chief Secretary / Principal Secretary / Additional Secretary to Chief Minister.

The P.S. to the Chief Secretary to Government.

The P.S. to Principal Secretary to Government (Political).

Annexure-III

RESPONSES TO THE QUESTIONNAIRE AND REPRESENTATIONS SUBMITTED TO THE PAY REVISION COMMISSION FROM THE EMPLOYEES/ASSOCIATIONS/UNIONS/ EMPLOYEES AND PENSIONERS OF PUBLIC TRANSPORT DEPARTMENT

1.	A.P. S.R.T.C. Employees Union, Vijayawada
2.	APPTD-National Mazdoor Union
3.	A.P. P.T.D. Abyudaya Employees Association, Vijayawada
4.	The P.T.D.Y.S.R. Employees Association, Vijayawada
5.	Y.S.R. Employees Federation, Vijayawada
6.	Y.S.R. R.T.C. Mazdoor Union
7.	Security Staff Welfare Association
8.	A.P.S.R.T.C. Class II Supervisors Association
9.	A.P.S.R.T.C. Officers Association
10.	Casual Karmee kulalkya Vedika
11.	A.P.S.R.T.C. Retired Employees Association, Vijayawada
12.	A.P.S.R.T.C. Retired Employees Association, Guntur
13.	A.P.S.R.T.C. Retired Employees Association, Hyderabad
14.	Sri Gurella Nageswara Rao, ADC., Kavali Depot.
15.	Sri B. Ravi Kumar ED Peshi
16.	Sri N. Venkateswara Rao, Assistant Engineer
17.	Sri P. Chandrababu, Senior Assistant, RM Office, Tirupathi
18.	Sri O. Dharmateja, Security Officer, Kadapa Zone
19.	Sri T. Srinivasulu, Deputy Superintendent, RM's Office, Tirupathi
20.	Sri C. Bala Bhaskar, Medipalli, Hyderabad
21.	Sri K. Harikrishna, Conductor, Kavali Depot
22.	Sri M.N. Simham, ADC, Kavali Depot

ANNEXURE-IV
**SCHEDULE OF MEETINGS WITH ASSOCIATIONS/
UNIONS OF PUBLIC TRANSPORT DEPARTMENT**

Date	Time	Association/Union
21.07.2020 TUESDAY	11.00 TO 12.00	EMPLOYEES' UNION
	12.00 TO 13.00	NMU ASSOCIATION
	15.00 TO 16.00	RTC OFFICERS ASSOCIATION
	16.00 TO 17.00	RTC SUPERVISORS ASSOCIATION
22.07.2020 WEDNESDAY	11.00 TO 12.00	YSR EMPLOYEES ASSOCIATION
	12.00 TO 13.00	SWF
	15.00 TO 16.00	KARMIKA PARISHAT
	16.00 TO 17.00	BWS ASSOCIATION
23.07.2020 THURSDAY	11.00 TO 12.00	RTC SECURITY STAFF WELFARE ASSOCIATION
	12.00 TO 13.00	RTC OFFICE STAFF WELFARE ASSOCIATION
	15.00 TO 16.00	YSR EMPLOYEES FEDERATION
	16.00 TO 17.00	APPTD ABHYUDAYA EMPLOYEES ASSOCIATION