

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Panchayat Raj & Rural Development Department - Reforms in Gram Panchayat Administration- Re-categorize the Gram Panchayats – Fixing Staffing pattern to Gram Panchayats - Merger and Reclassification of Panchayat Secretaries into Three Grades - Orders – Issued.

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PANCHAYAT RAJ AND RURAL DEVELOPMENT (MDL-I) DEPARTMENT

G.O.Ms.No.91

Dated: 04-11-2025
Read the following.

1. G.O.Ms.No.34 PR&RD (Mdl-I) Dept. Date: 22.01.2025.
2. Report of the Committee on the Comprehensive Review of The Re- Categorisation and Staffing Pattern of Gram Panchayats submitted On 12.09.2025.
3. From Commissioner, PR &RD, Tadepalli e-Office File No.2820672

ORDER:-

Gram Panchayats form the cornerstone of village governance and are vital for promoting decentralized and locally responsive administration. Considering the diversity and varying characteristics of rural settlements, the Government has decided to initiate a policy reform to reorganize the Gram Panchayats. This initiative aims to realign administrative resources, spatial (country) planning, and service delivery mechanisms in accordance with the population size and specific needs of different rural areas including tribal areas.

2. Accordingly, in the G.O. 1st read above, Government constituted a committee to undertake a comprehensive review of the re-categorisation of Gram Panchayats and recommendations for an appropriate staffing pattern.

3. The Committee has undertaken a holistic review of the existing framework of Gram Panchayats (GPs), including their current categorization, population size, income levels, and staffing patterns. The Committee after discussions with the Commissioner, Panchayat Raj & Rural Development and District administration have evolved criteria for re-categorisation of Gram panchayats and staffing pattern. After thorough consultation process, the Committee has prepared a comprehensive report and submitted to the Government in the reference 2nd read above.

4. In the reference 3rd read above, the Commissioner, Panchayat Raj and Rural Development has submitted a proposal based on recommendations of the Officers' Committee.

(P.T.O)

5. The Government, after careful examination of the report submitted by the Officers' Committee and also proposal submitted by the Commissioner of Panchayat Raj & Rural Development, hereby issues the following orders.

- i. The existing 7244 Cluster System of Gram Panchayats is hereby dispensed with and each of the 13351 Gram Panchayats shall be treated as independent unit of administration.
- ii. The Criteria recommended by the Committee and to re-categorize the 13351 Gram Panchayats into 4 Grades, viz., Rurban Panchayat (359), Grade-I (3082), Grade-II (3163) and Grade-III (6747) panchayats are hereby accepted. Detailed orders will be issued separately;
- iii. The 359 posts of Grade-I Panchayat Secretary, which is in the scale of pay of Rs.44570-127480/- is upgraded to that of Rurban Panchayat Development Officer (PDO) in the scale of pay of Rs.45830-130580 in the cadre of Deputy Mandal Parishad Development Officer to appoint them in 359 Rurban Panchayats. Detailed orders will be issued separately;
- iv. The remaining posts of Panchayats Secretaries is rationalized and re- adjusted by merging five existing grades into three grades, i.e., Grade-I (Rs.44570-127480), Grade-II(Rs.32670-101970), Grade-III (Rs.28280-89720) as follows without any additional financial commitment as per the earlier instructions issued by the Government in Memo No. 22030/3/2019 Mdl, dated 23.01.2019. Detailed orders will be issued separately;

Grades	Special Grade	Grade-I	Grade-II	Grade-III	Grade-IV	Grade-V	Total
Existing	0	1487	993	2235	4108	6166	14989
Now Proposed	359	3082	3163	6747	0	0	13351
Balance PS will be utilized in Rurban & Grade-I Panchayats as additional Grade-III PDO							1638

- v. The nomenclature of Panchayat Secretary Post is re-designated as Panchayat Development Officer (PDO).

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- vi. The 359 posts of Junior Assistants/Junior Assistants-cum- Bill Collector who are in the scale of pay of Rs. 25220-80910 from the sanctioned strength of 1097, is upgraded to that of Senior Assistant Posts in the scale of pay of Rs.34580-107210 for posting in Rurban Panchayats for better administration. Detailed orders will be issued separately;
- vii. The indicative staffing pattern consisting of Sanitation wing, Water Supply wing, Country Planning wing, Street lighting & Engineering wing and Revenue wing in Gram Panchayats is hereby accepted subject to meeting the expenditure from Gram Panchayat General Funds for effective delivery of services in Gram Panchayats. Detailed orders will be issued separately;
- viii. The deployment of surplus posts, utilisation of Engineering Assistants and Digital Assistants as Country Planning Assistant as per indicative staffing pattern is hereby accepted for providing professional services such as implementation of building & layout rules, etc., in Gram Panchayats, in addition to their regular Village Secretariat functions;
- ix. The inter-cadre movement as promotional channel between Ministerial and Executive Cadre Posts and vice-versa as proposed by the Committee is approved. Accordingly, the respective service rules shall be amended to provide equal opportunity for both ministerial and executive staff.
- x. Mandatory inter-cadre training is hereby accepted for promotions including two-week institutional training followed by one-year on-job training in their own scale of pay, which ensures Ministerial staff gain field experience and Executive functionaries are exposed to office administration without changing their scale of pay. Accordingly, service rules shall be amended.
- xi. The directly recruited Deputy MPDOs shall be posted as Rurban Panchayat Development Officers (PDOs) in the Rurban Panchayats for a minimum period of three years after completion of their foundation training. This posting is intended to enable them to acquire the necessary skills and field experience in supervising Gram Panchayats before assuming charge as Deputy MPDOs in the Mandal Parishads. Necessary amendments to the relevant service rules will be issued separately.

(P.T.O)

xii. A dedicated IT wing shall be established within the Department, utilising the services of surplus Digital Assistants and other qualified staff with an objective to undertake the comprehensive digitalization of all Panchayat Raj Institutions, including Gram Panchayat records and administrative processes to facilitate the automation of the entire workflow and enable real-time monitoring and governance. Detailed Orders like structure, personnel will be issued separately.

xiii. The existing vacancies of all grades of Panchayat Secretaries shall be filled for the panel year 2025-26, prior to merging of Panchayat Secretaries as ordered above.

6. The Commissioner of Panchayat Raj and Rural Development, Tadepalli is requested to take immediate necessary action in the matter.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**SHASHI BHUSHAN KUMAR
PRINCIPAL SECRETARY TO GOVERNMENT**

To

All the Secretaries of Departments of Secretariat.
The Commissioner of Panchayat Raj & Rural Development, Tadepalli.
The Director, Village and Ward Secretariat Department, Vijayawada.
All the District Collectors in the state.

Copy to

The General Administration (Cabinet) Department, A.P. Secretariat.
The Director of Treasuries and Accounts Department, Vijayawada.
The Accountant General, AP, Vijayawada.
The OSD to Deputy Chief Minister (PR & RD).
The PS to Principal Secretary to Government, PR & RD.
SC/SF.(2688728)

//FORWARDED :: BY ORDER//

SECTION OFFICER