



**REPORT OF**  
**10<sup>TH</sup> PAY REVISION COMMISSION**  
**ANDHRA PRADESH**

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(Part-II)

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Pay Revision Commissioner



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## **22. HOME DEPARTMENT**

### **22(a) Police Department**

<b>1. Police Constable</b>	<b>:</b>	<b>Rs.8440-24950</b>
No. of Posts	:	88981

The Andhra Pradesh Police Officer's Association has stated that the Police in a democratic polity, perform multiple and complex tasks. Towards this objective, the Police have to be an effective organization for the prevention, investigation and detection of crime, maintenance of Law and Order, protection of lives, liberties, and honor and possessions of the people. In performing this role, the police must maintain highest standards of integrity, professionalism and service orientation while acting within the frame work of the constitution and laws and the land.

It is represented that this category was on par with SGT Teacher up to 1978 revision, the same was disturbed in subsequent revision. Hence, it is requested to enhance the pay scale to Rs.10900-31550 on par with Secondary Grade Teacher of School Education. It is also stated that the PRC 2010 assigned the pay scale of Rs.8440-24950, against the pay scale of Rs.4825-10845 (2005). It is brought noticed that the pay scale of Police Constable /Jr. Assistant who are drawing pay of Rs.4825 in 2005 revision are fixed at Rs.8440/- in 2010 revision. For those Constables who are appointed after 01-07-2008 and who are junior to them, their pay was fixed at Rs.8440 with effect from 01-07-2008. As a result of which, both the senior and junior were in the same stage in the revised pay scales of 2010. Hence, it is requested for sanction of service weightage increments to rectify the above anomaly. It is also stated that they were deprived of promotion even after completion of 8, 16 and 24 years under Automatic Advancement Scheme, due to their increments are not being sanctioned in the probation period. In order to mitigate the problems, it is requested for fixation of 2 weightage increments.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Police Constable	810-1420	1595-3020	2990-5810	4825-10845	8440-24950	-	Head Constable (Rs.10900-31550)
Secondary Grade Teacher	1010-1800	1975-4010	3750-7650	5470-12385	10900-31550	-	School Assistant (Rs.14860-39540)

As per service rules, this category is filled by direct recruitment. The minimum educational qualification is Intermediate and certain physical measurements are prescribed in rules.

This category was assigned a pay scale of Rs.810-1420 in 1986 revision and Rs.1595-3020 in 1993 revision. In 1999 revision, this category was

assigned a pay scale of Rs.2990-5810 and Rs.4825-10845 in 2005 revision. In 2010 revision, the Commission assigned pay scale of Rs.8440-24950 on par with Jr. Assistant.

Comparison with S.G. Teacher is not appropriate, as the duties, responsibilities and qualifications are different. Keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 to this category.

The other requests of Allowances are dealt with in the relevant chapters of volume-I of the report.

**2. Head Constable : Rs.10900-31550**  
No. of Posts : 21677

It is stated that feeder post to this category is on par with which Junior Assistant in the ministerial services. The Head Constable is an independent investigating officer and in charge of Police Station in the absence of Sub Inspector of Police receiving end for encomium as well as accusations from senior police officers and judiciary for any omission and commission in a case. It is stated that the pay scale of Constable, Junior Assistant of ministerial services is equal i.e., Rs.8440-24950, the pay scale of this category is to be equalized to that of Senior Assistant. The Constable is getting the same scale of pay of Senior Assistant after reaching 16 years i.e., SPP-I. Hence, it is requested to rectify the anomaly and to assign pay scale of Rs.11860-34050. Following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010
	Rs.				
Head Constable	1010-1800 (4 stages)	1975-4010 (one stage)	3750-7650 (C.S.)	5470-12385 (C.S.)	10900-31550

As per services rules, this category is filled by promotion from the category of Police Constable.

This category has been representing the successive PRCs, seeking parity with Senior Assistant, the same has not been considered by the successive PRCs. However, the 9<sup>th</sup> Pay Revision Commission assigned a pay scale of Rs.10900-31550, keeping in view of the field level functionaries in the Police Department are asked to shoulder stressful tasks relating in maintenance of law and order, bandobast arrangements, traffic regulations and the need to expeditiously complete investigation and pursue Court cases, cyber-crime etc., impose heavy strain on the field level Police Officers.

The Commission notices that the existing pay scale of this category is adequate and assigns the pay scale of Rs.21230-63010 corresponding to Rs.10900-31550.

**3. Assistant Sub-Inspector of Police : Rs.11860-34050**  
 No. of posts : 7251

It is stated that the senior most Head Constable may get promotion as Assistant Sub-Inspector of Police post on verge of retirement. He is an independent officer investigating the criminal cases. Hence, it is requested for a pay scale of Rs.14860-39540 on par with the category of Superintendent, keeping in view of his duties and responsibilities.

The following pay scales assigned to this category and Superintendent.

Category	1986	1993	1999	2005	2010
	Rs.				
Assistant Sub-Inspector	1100-2050 (3 stages)	2195-4560 (one stage)	4190-8700 (C.S.)	6195-14175 (C.S.)	11860-34050
Superintendent	1330-2630 (one stage)	2600-5580 (one stage)	5000-10600 (C.S.)	7770-18575 (one stage)	14860-39540

This category is filled by promotion from the category of Head Constable.

In successive PRCs, this category seeking parity with Superintendent under common category. The same has not been accepted. This category again represented to 2010 revision, seeking parity with Superintendent, the same was not agreed and assigned a pay scale of Rs.11860-34050, thus improved by two stages, keeping in view of duties and responsibilities.

Comparison with Superintendent is not appropriate, as the qualifications, duties and responsibilities entrusted are entirely different. Keeping in view of the duties and responsibilities, the Commission assigns to this category a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050.

**4. Sub-Inspector of Police : Rs.14860-39540**  
 No. of posts : 7155

It is stated that Sub-Inspector of Police is the Mandal Level Officer and an important unit in the department. Similarly MRO, MPDO, MEO are also Mandal Level Officers like the Sub-Inspector of Police. MRO and Sub-Inspectors recruited from the same batch, but MRO was elevated as Tahsildar. Hence request is to assign the pay scale of Rs.16150-42590 keeping in view of the arduous nature of duties and responsibilities.

This category is filled by direct recruitment and by promotion from Asst. Sub-Inspector and Head Constable. For direct recruitment, one must possess a Bachelor's Degree.

This category has represented to the successive PRCs seeking higher pay scales and also seeking parity with M.R.O./MPDO/ Assistant Motor Vehicle Inspector of Transport Department. The same has not been accepted. However, this category was in the pay scale of Rs.7200-16925 (2005) and represented to

PRC 2010, seeking parity with M.R.O./MPDO/Mandal Educational Officer. The same was not agreed, however assigned a pay scale of Rs.14860-39540 on par with Deputy Tahasildar, thus improved by three stages.

Comparison with MRO is not valid, as their duties and responsibilities entrusted, area of jurisdiction are entirely different and the successive Pay Revision Commissions did not agree parity with the above category. Keeping in view of the duties and responsibilities, the Commission assigns to this category a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

**5. Inspector of Police : Rs.16150-42590**  
No. of Posts : 2347

It is stated that the category of Inspector of Police is the second level Gazetted Officer having jurisdiction of 4-5 Police Stations and is Investigating Officer in all the grave crimes. Hence request is for a pay scale of Rs.20680-46960 to this category.

The following is the progression of the pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion post
	(Rs.)						
Inspector of Police	1550-3050 (one stage)	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	Sub Inspector of Police (Rs.14860-39540)	Deputy Superintendent of Police (Rs.20680-46960)

According to service rules, this category is filled by promotion from the category of Sub- Inspector of Police.

This category was in the pay scales of Rs.1550-3050, Rs.3110-6380, Rs.5980-12100 and Rs.9285-21550 in 1986, 1993, 1999 and 2005 revisions respectively. In 2010 revision, this category sought parity with Accounts Officer/ Assistant Director/Administrative Officer of I.B. of Police and to assign a higher pay scale of Rs.10285-24200. The PRC did not agree parity with AO of I.B. of Police, as the duties and responsibilities, qualifications were completely different and assigned a corresponding scale of Rs.16150-42590 to this category on par with Tahsildar/MPDOs.

Keeping in view of the duties and responsibilities, the Commission assigns to this category a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage.

**6. Senior Reporter : Rs.16150-42590**  
No. of Posts : 31

It is stated that the State Intelligence Department headed by Additional Director General of Police is an essential and pivotal Administrative unit that feeds information to Government about Law and Order situation, political, communal, extremist, activities etc., in the State and to take appropriate and timely action and precautions. In the Intelligence Department, there is a wing of sanction strength of 27 Senior Reporters, this wing cannot be compared to

any other unit with regard to arduous duties and responsibilities and the work is different in nature and quality. This category will cover the speeches of speakers of the various political parties including communal students and extremist organizations and submit detailed reports. In this regard, Senior Reports should have proficient and have command, ability, talent, skill in tackling the hostile situations. Keeping in view of duties and responsibilities, request is for a higher pay scale of Rs.19050-45850.

Another request is to sanction Intelligence Special Pay on par with other officers equivalent to this category. Another request is for creating promotional avenues to Senior Reporters by upgrading 3 posts of Senior Reporters to that of Dy. Chief Reporters in the scale of Rs.20680-46960 and also to upgrade one post of Senior Reporter to that of Chief Senior Reporter in the pay scale of Rs.23650-49360.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Reporter (Intelligence Department)	1550-3050	2930-5960/ 3110-6380 (A.C. 1995)	5980-12100	9285-21550	16150-42590	Senior Stenographer (Rs.10900-31550)	-
Reporter (A.P. Legislative Assembly)	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Telugu translator (Rs.13660-88570)	Assistant Secretary (Rs.23650-49360)
Section Officer (A.P. Secretariat)	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Section Officer (Rs.12910-36700)	Assistant Secretary (Rs.23650-49360)
Court Master (A.P. High Court)	1550-3050	3110-6380	5980-12100	9285-21550	19050-45850	Translator (Rs.14860-39540)/ Deputy Section Officer (Rs.13660-38570)	Assistant Register (Rs.23650-49360)

This category is filled by transfer of Senior Stenographers in Ministerial Service of Police department. If persons are not available in the Ministerial Service, then it is filled by direct recruitment for which one must possess a Degree and type writing in higher grade and shorthand in high speed.

Keeping in view of duties and responsibilities of risky and arduous in nature and not having promotional avenues, the Commission assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage.

**ANDHRA PRADESH SPECIAL POLICE 12<sup>th</sup> BATTELION, NALGONDA**

<b>7. Follower (Electrician)</b>	<b>:</b>	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>8. Follower (Tailor)</b>	<b>:</b>	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>9. Follower (Carpenter)</b>	<b>:</b>	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>10. Follower (Plumber)</b>	<b>:</b>	<b>Rs.7100-21250</b>
No. of posts	:	1

No representation.

The following pay scales were assigned for the above categories in successive PRCs:

Name of the category	1986	1993	1999	2005	2010
	(Rs.)				
Follower(Electrician/ Tailor / Carpenter / Plumber)	740-1150	1375-2375	2550-4550	3850-8600	7100-21250

The PRC, 1986 introduced new common category pay scales in order to encourage Artisans and technicians cadre. As per the above recommendations, the categories of Fitter, Plumber, Electrician, Wireman, Mason, Painter, Turner, Mechanic and Welder were classified as one group. The qualified persons with I.T.I. certificate were entitled for a pay scale of Rs.1010-1800. The categories of Carpenter, Blacksmith and Tailor were classified as another group, the qualified persons with I.T.I. certificate in the relevant trade were entitled for a pay scale of Rs.860-1470. The PRC 1993 recommended abolition of new common category pay scales. However, the corresponding pay scales were assigned in successive 1993 and 1999 revisions.

Based on the recommendations of Anomalies Committee, 2004, orders were issued in G.O(P).No.508, Finance (PC-I) Department, dated.01-06-2004 for revival of new common category pay scales. As per the above orders, the Administrative Department has to look into the guidelines issued in the above orders and to obtain the concurrence of Finance (PC-I) Department for allowing new common category pay scales. The qualified Fitter, Plumber, Electrician, Wireman, Mason, Painter, Turner, Mechanic and Welder are in the pay scale of Rs.5200-11755 in the revised pay scales, 2005. The qualified Carpenter, Blacksmith and Tailor are in the pay scale of Rs.4370-9775. These categories represented to 2010 revision, seeking a pay scale of Rs.5200-11755 on the ground that they were appointed with I.T.I. qualifications. While assigning a pay scale of Rs.7100-21250 (improved by two stages), the PRC 2010 suggested the Administrative department to formulate the service rules for assigning proposed scales to these categories.

Since the service rules as suggested by PRC 2010 have not been issued, the Commission cannot fix the pay scales of this category as merit. However,

considering the technical nature of duties, the Commission assigns a pay scale of Rs.14600-44870 corresponding to Rs.7520-22430, for the above categories, thus improved by one stage.

#### **POLICE TRANSPORT ORGANIZATION:**

<b>11. Police Constable (Mechanic)</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	40
<b>12. Head Constable (Mechanic)</b>	:	<b>Rs.10900-31550</b>
No. of Posts	:	165

No representation.

The above categories are having parity with Police Constable and Head Constable of this department.

The following pay scales were assigned for the above categories in successive PRCs:

Name of the category	1986	1993	1999	2005	2010
	(Rs.)				
Police Constable (Mechanic) / Police Constable (Civil)	810-1420	1595-3020	2990-5810	4285-10845	8440-24950
Head Constable (Mechanic) / Head Constable (Civil)	1010-1800	1975-4010	3750-7650	5470-12385	10900-31550

The Commission assigns the pay scales of Rs.16400-49870 and Rs.21230-63010 corresponding to Rs.8440-24950 & Rs.10900-31550 to the above categories on par with Police Constable / Head Constable.

#### **FORENSIC SCIENCE LABORATORY:**

This Lab is the scientific supporting wing of State Police and other Criminal Justice agencies namely Prosecutions, Judiciary and other Law Enforcement Agencies. In addition to the main Laboratories at Hyderabad, three Regional Laboratories are located at Visakhapatnam, Vijayawada and Ananthapur. The Director, Forensic Science Laboratories who is in the rank of Inspector General of Police (non-cadre), is assisted by four Joint Directors. The other categories include Assistant Directors, Scientific Officers, Scientific Assistants etc., are also assisted. They are also involved in other spheres of police work such as V.I.P., security and giving evidence by way of tendering expert's opinion in Courts. These features, distinguish the scientific personnel of Forensic Science Laboratories from their counterparts in other scientific laboratories.

<b>13. Lab Attendant (FSL)</b>	:	<b>Rs.7100-21250</b>
No. of post	:	13

No representation.

This category has been representing to the successive PRCs seeking on par with Police Constable / Lab Attenders of Medical Department. This is not agreed, as there is no similarity between the duties and the functional responsibilities of these two categories.

Following is the progression of pay scales of this category.

Name of the category	1986	1993	1999	2005	2010
	(Rs.)				
Lab Attendant (FSL)	740-1150	1425-2525	2650-4850	4050-9050 (one stage)	7100-21250 (CS)

The category of Lab Attendant (F.S.L.) is filled by transfer of Attenders and also by direct recruitment and the minimum qualification for direct recruitment is a pass in 8<sup>th</sup> class. This category forms feeder category to the post of Lab Technician (FSL) (Rs.8440-24950).

In view of the above position and also keeping in view of the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.13780-42490 corresponding to Rs.7100-21250, to this category.

**14. Lab Technician (FSL) : Rs.8440-24950**  
No. of post : 25

No representation.

The category of Laboratory Technician (FSL) is filled in by promotion from Lab Attendant and also by direct recruitment. The qualification prescribed for both the methods is a pass in 10<sup>th</sup> class examination. This category forms feeder category to the post of Lab Assistant (FSL) (Rs.12550-35800).

This category has been representing to the successive PRCs for assigning pay scales on par with Head Constable and Lab Technicians of Medical & Health Department. The PRC 2010 observed that this category was not having parity with Lab Technician of Medical & Health Department and also with Head Constable of Police Department in successive PRCs, as the duties and responsibilities were entirely different and recommended a pay scale of Rs.8440-24950 (Rs.4825-10845), thus improved by one stage.

The Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950.

**15. Lab Assistant (FSL) : Rs.12550-35800**  
No. of post : 4

No representation.



This category has been representing to the successive PRCs seeking parity with Lab Assistant Grade-II of Excise Department and also for parity with Sub-Inspector of Police Department.

The following are the details of progression of the scales of these 3 categories:

Name of the category	1986	1993	1999	2005	2010
	Rs.				
Lab Assistant (FSL)	1230-2330	2375-5040	4550-9600	7200-16925	12550-35800
Lab Assistant Gr-II of Excise Department (now known as Assistant Chemical Examiner)	1280-2440	2375-5040	4550-9600	6675-15500	12910-36700
Sub-Inspector of Police	1280-2440	2525-5390	4850-10250	7200-16925	14860-39540

The category of Laboratory Assistant (FSL) is filled by promotion from Lab Technician and also by direct recruitment. The qualification prescribed for both the methods is pass in B.Sc., with Physics/Chemistry or Bio-Chemistry/Botany/Zoology and Chemistry, Physics/ Chemical/ Biology-Serology respectively. This category forms feeder category to the post of Scientific Assistant (FSL) (Rs.14860-39540).

This category sought parity with Sub Inspector of Police or a higher pay scale of Rs.7385-17475 in 2010 revision. The Commission recommended a pay scale corresponding to Rs.12550-35800, thus improved by one stage.

The Commission notices that the existing pay scale is adequate and accordingly assigns a pay scale of Rs.24440-71510 corresponding to Rs.12550-35800 to this category.

**16. Scientific Assistant (FSL) : Rs.14860-39540**  
 No. of post : 27

No representation.

This category has been consistently representing for parity of scales with the Junior Lecturer. The following is the progression of pay scales over a period of time.

Name of the category	1986	1993	1999	2005	2010
	Rs.				
Scientific Assistant (FSL)	1380-2750	2750-5960	5640-11300	8385-19125	14860-39540
Junior Lecturers of Intermediate Education	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630
Inspector of Police	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590

The category of Scientific Assistant (FSL) is filled by promotion from Lab Assistant and also by direct recruitment. The qualification prescribed for promotion is a pass in B.Sc., with Physics/Chemistry or Bio-Chemistry/Botany/

Zoology and Chemistry for Lab. Assistant, Physical/ Chemical/ Biology/ Serology respectively. For direct recruitment, the qualification required is M.Sc., in second division with Physics / Forensic Science and with Physics as special subject or chemistry / bio-chemistry/ Forensic science with chemistry or toxicology as special subjects or Biology/Zoology/Botany/Micro-biology as the subjects for the respective wings. This category forms feeder category to the post of Scientific Officer (FSL) (Rs.16150-42590).

In 2010 revision, this category represented for a higher pay scale of Rs.8815-20300. The PRC observed that the request for parity with Junior Lecturer had no basis. This was on account of differences in the nature of work and the higher qualifications needed for Junior Lecturer and recommended the corresponding scale of Rs.14860-39540.

The Commission notices that the existing pay scale is adequate and accordingly assigns to this category a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

**17. Scientific Officer (FSL) : Rs.16150-42590**  
No. of post : 45

No representation.

The category of Scientific Officer is filled in by promotion from Scientific Assistant of the concerned branches i.e., Physics, Chemical and Biology/Serology and qualification prescribed is M.Sc., with subject/subjects relevant for the branch. This category forms feeder category to the post of Assistant Director (FSL) (Rs.19050-45850).

This category represented to the earlier PRCs seeking higher pay scales on par with Lecturer of degree colleges and also on par with Junior Scientific Officer (Institute of Preventive Medicine). This category represented to 2010 revision seeking parity with Junior Scientific Officer (Analyst) and was assigned a pay scale of Rs.16150-42590 to this category.

Parity with Junior Scientific Officer, Lecturer of Degree Colleges was not agreed to by the earlier PRCs. This category has been representing to successive PRCs, seeking parity with Junior Scientific Officer (IPM), the same has not agreed. The following is the progression of pay scales of this category and comparison categories.

Category	1986	1993	1999	2005	2010
	Rs.				
Scientific Officer (FSL)	1550-3050	3110-6380	6350-13000	9285-21550	16150-42590
Junior Scientific Officer (IPM)	1810-3230	3310-6840	6350-13000	9285-21550/ 10285-24200 (AC-2008)	18030-43630
Lecturer of Degree Colleges	1810-3230	3640-7580	6950-14425	10285-24200	20680-46960

In view of the above position, the Commission notices that the existing pay scale is adequate and assigns a pay scale of Rs.31460-84970 corresponding to Rs.16150-42590 to this category.

**18. Assistant Director (FSL) : Rs.19050-45850**  
 No. of post : 28

No representation.

The Assistant Director, F.S.L. is appointed by transfer from Scientific Officer and if no suitable candidates are available by transfer, then by direct recruitment. The qualification prescribed is M.Sc., in Chemistry / Physics / Biology with 5 years experience in a Forensic Science / Chemical / Police Laboratory. This category has been representing for a higher pay scales in successive PRCs.

The following is the progression of pay scales from 1986 onwards.

Category	1986	1993	1999	2005	2010
	(Rs.)				
Assistant Director (FSL)	1980-3500 (on par with Assistant Directors of other dept's)	3640-7580 (1993)/ 3880-8140 (vide G.O.Ms.No.83, Home Dept., dt:17-2-1994)	7400-15475 (one stage)	10845-25600	19050-45850
Deputy Superintendent of Police	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960

This category is not having parity with Deputy Superintendent of Police in the revised pay scales of 1978 and 1986. The pay scale of this category was enhanced from Rs.3640-7580 to Rs.3880-8140 vide G.O.Ms.No.83, Home Department, dated.17-02-1994 in 1993 revision. In subsequent revisions of 1999 and 2005, this category was assigned corresponding pay scales. The PRC 2010 did not agree parity with DSP, accordingly assigned the pay scale of Rs.19050-45850 (Rs.10845-25600).

Considering the above, the Commission notices that the existing pay scale is adequate and assigns to this category a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850.

**19. Joint Director (FSL) : Rs.27000-51760**  
 No. of post : 4

No representation.

The category of Joint Director, F.S.L., is filled by promotion from Assistant Director (FSL). This category forms feeder category to the post of Director (FSL) (Rs.41550-55660).

Following is the progression of pay scales from 1986 onwards:

Category	1986	1993	1999	2005	2010
	Rs.				
Joint Director (FSL)	2410-4050 (on par with Deputy Directors of other departments)	4400-8700 (1993)/ 5040-8700 (vide G.O.Ms.No.83, Home Department, dt:17-2-1994)	9600-16525	14600-29250	27000-51760
Superintendent of Police	--	5390-8930	10250-17050	15500-30000	29200-53060

This category is not having parity with Superintendent of Police (Non-cadre) in the earlier pay revisions. The pay scale of this category was enhanced from Rs.4400-8700 to Rs.5040-8700 vide G.O.Ms.No.83, Home Department, dated:17-02-1994 in 1993 revision. In subsequent revisions of 1999 and 2005, this category was assigned the pay scales of Rs.9600-16525 and Rs.14600-29250. The PRC 2010 recommended a pay scale of Rs.27000-51760 on par with Additional Superintendent of Police, thus improved by one stage.

The Commission notices that this category is having parity with Additional SP, assigns a pay scale of Rs.52590-103290 corresponding to Rs.27000-51760 on par with Additional S.P. (Non-Cadre).

**20. Director (FSL) : Rs.41550-55660**  
No. of post : 1

No representation.

The category of Director (FSL) is appointed by promotion from the category of Joint Director and the prescribed qualification is a P.G. Degree in the relevant subject.

The following is the progression of pay scales from 1986 onwards:

Category	1986	1993	1999	2005	2010
	Rs.				
Director (FSL)	2880-4930 (on par with Additional Directors of other departments)	5770-9260(1993)/ 7580-10100 (vide G.O.Ms.No.83, Home Department, dt:17-2-1994)	14425-19150	23500-30765	41550-55660
I.G. of Police (Non-Cadre)	--	8140-10380 (P.E.-I)/ 7580-10100 (F.E.)	14425-19150	23500-30765	41550-55660

The pay scale of this category was enhanced from Rs.5770-9260 to Rs.7580-10100 vide G.O.Ms.No.83, Home Department, dated.17-02-1994 in 1993 pay scales. In subsequent revisions of 1999 and 2005, this category was assigned the same pay scales on par with Inspector General of Police (Non-cadre). Hence, the PRC 2010 recommended a pay scale of Rs.41550-55660 on par with Inspector General of Police (Non-cadre).

Considering the above, the Commission notices that the existing pay scale is adequate and assigns to this category a pay scale of Rs.80930-110850 corresponding to Rs.41550-55660 on par with Inspector General of Police (non-cadre).

### **Finger Print Bureau:**

The Finger Print Bureau of Police Department is playing a vital role in giving accurate information about criminals and offenders to the various investigating agencies. The work in the Bureau facilitates apprehending of the offenders by the Police. The officers and others of the Finger Print Bureau also play a vital role in the scrutiny of the disputed documents.

- 21. Police Constable (Finger Print Bureau - Photography) : Rs.8440-24950**  
**(formerly known as Finger Print photo cleaner)**  
 No. of posts : 1

No representation.

This category is filled by transfer from other equivalent categories of Police Department, if no qualified or suitable person is available by transfer, then it is filled by direct recruitment. The qualification prescribed for the direct recruitment is a pass in SSC and experience in developing, printing and cleaning and drying of both black and white and colour films for a minimum period of one year. This category forms feeder category to the post of F.P. Assistant Sub-Inspector of Police (Photography) (Rs.10020-29200). The following pay scales are assigned in the successive PRCs.

Category	1986	1993	1999	2005	2010
	(Rs.)				
Police Constable (FPB) / (Photography) (formerly known as Finger Print Photo Cleaner)	780-1275	1475-2675	2990-5810 (on par with Police Constable)	4825-10845	8440-24950

The PRC 2010 found that the request to sanction a higher pay scale had no rational basis as the educational qualifications required are only a pass in SSC. Hence, the corresponding pay scale of Rs.8440-24950 was recommended.

Considering the parity with Police Constable, the Commission assigns to this category a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950.

- 22. F.P. Assistant Sub Inspector (Photography) : Rs.10020-29200**  
 No. of posts : 1

No representation. However, it is requested by the A.P. Police Officers Association, to re-designate this category as Sub-Inspector of Police (FPB).

This category is filled in by promotion from Police Constable (FPB-Photography). If no person is eligible for promotion by transfer of persons holding equivalent or comparable scales of pay. This category is also filled in by direct recruitment. The qualification prescribed for direct recruitment is a pass in Intermediate and a Degree from JNTU in photography with one year practical experience and ability to read and write in Telugu. This category forms the feeder category to the post of Sub-Inspector of Police (FPB-Photography) (Rs.14860-39540).

This category represented to PRC 2010 for a pay scale of Rs.7200-16925. It is observed by the PRC 2010 that for some strange and inexplicable reason the post of Assistant Sub Inspector (Photography) and the Police Constable carried the same scale of pay i.e., Rs.4825-10845 (2005). The feeder category for this post is Police Constable who was in the same scale as F.P. A.S.I. To remove this anomaly, the PRC assigned a revised pay scale of Rs.10020-29200, thus improved by three stages.

In view of the above position, the Commission assigns to this category a pay scale of Rs.19500-58330 corresponding to Rs.10020-29200.

Another request is for conferring Gazetted status to the post of Inspector of Police (FPB). This request does not come under the purview of the PRC.

<b>23. Director (FPB)</b>	:	<b>Rs.27000-51760</b>
No. of posts	:	1

It is represented by the A.P. Police Association (FPB) unit, that this category is in the rank of Superintendent of Police, CID (non-cadre). However, this category is allowed a pay scale of Rs.27000-51760 on par with Additional Superintendent of Police. Further stated that this category is having State wide jurisdiction and control over the staff of FPB in the State.

The category of Director (FPB) is filled by promotion from Deputy Superintendent of Police (FPB) and one must have put in not less than 5 years of service in the category of Deputy Superintendent of Police. This category is having parity with Additional Superintendent of Police (non-cadre) (Rs.14600-29250) in 2005 revision. Hence PRC 2010 recommended a pay scale of Rs.27000-51760 on par with Additional Superintendent of Police (Non-Cadre).

The Commission assigns to this category a pay scale of Rs.52590-103290 corresponding to Rs.27000-51760 on par with Additional Superintendent of Police (non-cadre).

<b>24. Junior Assistant</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	1425

It is stated that for Junior Assistant in the office of the Head of the Departments and Director General A.P. Special Protection Force, the minimum

qualification is a Degree, whereas for Junior Assistant of the Subordinate Offices is Intermediate. The duties and responsibilities of Junior Assistant working in Head of the Departments are higher than that of the Junior Assistants working in the Subordinate Offices. Hence request is for higher pay scale of Rs.10900-31550 to this category.

The Commission assigns to this category a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 on par with the Junior Assistant working under common category in all other departments.

**25. Senior Assistant : Rs.10900-31550**  
No. of posts : 630

It is stated that this category is equal to that of Assistant Section Officer (ASO) of Secretariat. Hence, requested for a pay scale of Rs.12910-36700 on par with Assistant Section Officer. Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Assistant (HOD)	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Junior Assistant (Rs.8440-24950)	Superintendent (Rs.14860-39540)
Assistant Section Officer (Secretariat)	1230-2330	2375-5040	4550-9600	6675-15500	12910-36700	Asst. cum Typist (Rs.9460-27700) or Junior Stenographer (Rs.9460-27700)	Section Officer (Rs.18030-43630)

This category is not having parity with Assistant Section Officer in successive PRCs including 2010 revision.

Comparison with Assistant Section Officer in Secretariat is not appropriate, as the duties and responsibilities are different. The Commission assigns to this category a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200 on par with the Senior Assistant under common category working in all other departments, thus improved by one stage.

**26. Superintendent : Rs.14860-39540**  
No. of posts : 318

It is stated that Superintendent post is equal post to the Section Officer working in the Secretariat Department. It is requested for a pay scale of Rs.18030-43630 on par with Section Officer of Secretariat.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Administrative Officer (Rs.18030-43630)
Section Officer (Secretariat)	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Section Officer (Rs.12910-36700)	Assistant Secretary to Government (Rs.23650-49360)

Comparison with Section Officer in Secretariat is not appropriate, as the duties and responsibilities are different. The Commission assigns to this category pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 on par with the Superintendent working in all other Departments under common category.

**27. Junior Administrative Officer : Rs.16150-42590**  
 No. of posts : 1

It is requested that there is only one post of Junior Administrative Officer in the Office of the Commissioner of Police, Hyderabad city supervises (3) sections out of (9) sections. Similarly, the proposals have been initiated to create intermediary post in the pay scale of Assistant Administrative Officer duly surrendering the existing vacant post in Police Department. There is a lot of difference in the pay scales when compared with Junior Administrative Officer and Assistant Administrative Officer, though both categories are performing the same nature of duties. In fact, he has to study number of rules/instructions before the files are forwarded to the higher officials. Hence, it is requested for a pay scale of Rs.19050-45850 on par with Assistant Administrative Officer (Intelligence Department).

Following is the progression of pay scales for this post and comparable post:

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Junior Administrative Officer (Hyderabad city)	2930-5960	5640-11300	8385-19125	16150-42590	Superintendent (Rs.14860-39540)	Administrative Officer (Rs.18030-43630)
Assistant Administrative Officer (Intelligence Bureau)	3310-6840	6350-13000	10285-24200	19050-45850	Manager (Intelligence Branch) (Rs.18030-43630)	Administrative Officer (Intelligence Bureau) (Rs.20680-46960)



As per service rules, this category is filled by transfer of Superintendent of A.P. Ministerial staff of the City Commissioner of Police. One must have put in not less than 3 years of service.

These categories represented to PRC 2005 that ministerial staff of Police Department i.e., Junior Assistant, Senior Assistant, Superintendent, Administrative Officer and Chief Administrative Officer were inter-changeable with I.D. Assistant, Assistant Manager, Manager, Assistant Administrative Officer and Administrative Officer respectively of Intelligence Department. Hence, it was requested for pay scales on par with the above categories of Intelligence Department. This category represented to the 2010 revision also. The PRC observed that the Junior Administrative Officer was a promotional post to the Superintendent working in the Commissioner of Police. The Commission recommended the pay scale of Rs.16150-42590 to this category, thus improved by two stages.

The Commission notices that the existing pay scale is adequate and assigns the pay scale of Rs.31460-84970 corresponding to Rs.16150-42590 to this category.

**28. Chief Administrative Officer : Rs.20680-46960**  
No. of posts : 1

It is stated that there is only one post of Chief Administrative Officer existing in the O/o Andhra Pradesh Director General of Police. The incumbent is senior most Administrative Officer and experienced in service matters of Police Department. The request is to equate the pay scale of Chief Administrative Officer on par with Chief Accounts Officer/Dy. Director, Treasuries and Accounts Department and to assign pay scale of Rs.21820-48160, keeping in view of the similar nature of duties and responsibilities.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Chief Administrative Officer (DGP Office)	-	3880-8140	7400-15475	10845-25600	20680-46960	Administrative Officer (DGP Office) (Rs.18030-43630)	-
Chief Accounts Officer/ Deputy Director (Treasures and Accounts)	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Accounts Officer/ Asst. Director (Rs.18030-43630)	Joint Director (Rs.27000 -51760)

Considering the existing parities, the Commission assigns pay scale of Rs.42490-96110 corresponding to Rs.21820-48160 to this category, thus improved by one stage.

**29. Administrative Officer : Rs.16150-42590**  
**A.P. Police Academy**  
 No. of posts : 1

It is represented that Administrative Officer, at Raja Bahadur Venkat Rama Reddy Andhra Pradesh Police Academy, Hyderabad, is in the pay scale of Rs.16150-42590, whereas the same post i.e., Administrative Officer in the DGP Office, Commissioner Office, is in the pay scale of Rs.18030-43630. Hence, it is requested to rectify the same and to recommend uniform scale of pay for the post of Administrative Officer in the Police Department.

Following is the progression of pay scales for this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Administrative Officer (RBVRR A.P. Police Academy)	--	3310-6840	6350-13000	9285-21550	16150-42590	Superintendent (Rs.14860-39540)	-
Administrative Officer, DGP Office	--	3310-6840	6350-13000	9285-21550	18030-43630	Superintendent (Rs.14860-39540)	Chief Administrative Officer (Rs.20680-46960)

The category of Administrative Officer did not represent to the last Pay Revision Commissions. As seen from the above table, there is parity between Administrative Officer, A.P. Police Academy and Administrative officer, DGP Office up to 2005 revisions. In 2010 revisions, a pay scale of Rs.16150-42590 was assigned to the post of Administrative Officer A.P. Police Academy and Rs.18030-43630 to the post of Administrative Officer, DGP Office.

Keeping in view of parity with Administrative Officer, DGP Office in the pay scales up to 2005 revision, the Commission assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 to this category on par with Administrative Officer, D.G.P. office, thus improved by two stages.

**30. Administrative Officer (DGP Office) : Rs.18030-43630**  
 No. of posts : 73

It is requested to equate the pay on par with the Administrative Officer, Intelligence Department and also requested to equate their pay on par with Asst. Secretary working in A. P. Secretariat.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Administrative Officer ( DGP Office)	--	3310-6840	6350-13000	9285-21550	18030-43630	Superintendent (Rs.14860-39540)	Chief Administrative Officer (Rs.20680-46960)
Administrative Officer (Intelligence Bureau)	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Assistant Administrative Officer (Intelligence Bureau) (Rs.18030-43630)	-
Assistant Secretary (Secretariat)	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	Section Officer (Rs.18030-43630)	Deputy Secretary (Rs.29200-53060)

The Administrative Officer is a promotion post to the Superintendent as well as Junior Administrative Officer. Hence 9<sup>th</sup> Pay Revision Commission assigned a higher pay scale, keeping in view of the scale proposed to the Junior Administrative Officer. Accordingly the Commission recommended the pay scale of Rs.18030-43630.

Keeping in view the overall parity in the department of equivalent posts, the Commission assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 to this category, thus improved by one stage.

### **INTELLIGENCE BRANCH**

**31. Intelligence Department Assistant : Rs.14860-39540**  
 No. of Posts : 141

It stated that the post of I.D. Assistant is unique category working in Intelligence Department, the requisite qualification for this post is a minimum service of three years of clean record with a recognized University Degree. The duties for the post of I.B. Asst., in Intelligence Department is maintaining secrecy, compiles information of highly confidential nature duties similar to that of Assistant Section Officer (S.C.) working in strictly confidential Sections in Secretariat. In 2010 revision the parity was maintained between the two categories i.e., the I.B. Asst. (Intelligence Department) and the Assistant Section Officer (S.C.) of Secretariat. Hence, it is requested to maintain the parity in revised pay scales also.

As per service rules, appointment to this post is by transfer from Senior Stenographer of A.P. Ministerial Services of Police Dept. If no qualified or suitable candidates are available by transfer, then it is filled by direct

recruitment. For direct recruitment the qualification is a degree with a pass Shorthand and Typewriting (Higher grade).

Keeping in view of the above, the Commission notices that the existing pay scale is adequate and assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to this category.

**32. Assistant Manager (INT) : Rs.15280-40510**  
**(Previously Section Head)**  
 No. of Posts : 58

It is represented that the Assistant Manager is filled by promotion of I.D. Assistant Manager and deals with sensitive nature of work in the Sections, besides supervising the work of entire Section in the absence of Manager, Intelligence. In the 9<sup>th</sup> PRC the Commission has assigned a meager time scale pay of Rs.15280-40510 to this category as such, there is a difference of only one stage with the scale of feeder post i.e., I.B. Assistant (Rs.14860-39540). Therefore, the request is to assign pay scale on par with Section Officer (General) of Secretariat i.e., Rs.18030-43630. Another request is for conferring Gazetted status to this category.

Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Manager	1380-2750	2750-5960	5300-11300	8385-19125	15280-40510	I.B. Assistant (Rs.14860-39540)	Manager (Rs.18030-43630)
Section Officer in secretariat	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Asst. Section Officer (Rs.12910-36700)	Asst. Secretary to Govt. (Rs.23650-49360)

As per service rules, there is no direct recruitment for this category. This category is filled by promotion from I.B. Assistant. One must have a degree and must have passed Shorthand and Typewriting (Higher-grade).

This category is not having parity with Section Officer (General) of Secretariat. However, in view of the duties and responsibilities, the Commission assigns to this category a pay scale of Rs.31460-84970 corresponding to Rs.16150-42590, thus improved by one stage.

**33. Manager (INT) (Previously Assistant Manager) : Rs.18030-43630**  
 No. of Posts : 37

The Association has stated that the Manager working in Intelligence wing in Police Department is first level Gazetted Officer. The senior most Assistant Manager gets promotion as Manager and there are 37 posts of

Managers are in entire State. The Manager is Head of a Section and has multidimensional duties and responsibilities involving supervision of the work of Section (comprising of 5-6 members/seats). He plays pivotal role in co-ordinating and evaluating the work/ information received in the Section and also in maintenance of secrecy.

The Section Officer working in the Strictly Confidential Sections in the Secretariat is being paid a higher scale of pay than that of a Section Officer (General) in other General Departments in the Secretariat. They also stated that in short the special and confidential work turned out by the S.Os, in the S.C. Sections has been recognized by the PRCs from time-to-time and they were given higher pay scales than that of the S.O.'s, in General Sections. Therefore, it is requested to assign a pay scale of Rs.19050-45850 on par with Section Officer (SC) section of A.P. Secretariat.

Following is the progression of pay scale of this category and comparable post.

Category	1986	1993	1999 (Rs.)	2005	2010	Feeder category	Promotion category
Manager	1550-3050	2930-5960	5640-11300	9285-21550	18030-43630	Assistant Manager (Rs.15280-40510)	Assistant Administrative Officer (Rs.19050-45850)
Section Officer(S.C) Secretariat	1810-3230	3310-6840	6350-13000	10285-24200	19050-45850	Assistant Section Officer (S.C.) (Rs.14860-39540)	Assistant Secretary (Rs.23650-49360)

As per service rules, there is no direct recruitment for this category. It is filled by transfer from the category of Assistant Manager. One must have a degree and must have passed Shorthand and Typewriting (Higher-grade).

Keeping in view of increase of pay scale of feeder category i.e., Assistant Manager and also the duties and responsibilities, the Commission assigns to this category a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

**34. Assistant Administrative Officer : Rs.19050-45850 (INT)**

No. of Posts : 8

It is stated that this category is second level Gazetted Officer in the Intelligence Department. They are responsible for efficient functioning of various Sections and maintenance of all records under him (about 5-6 Sections), comprising about 25 staff members, headed by Gazetted Officers (Managers) at Headquarters. Assistant Administrative Officer, has to coordinate the work of his subordinate officers and staff and ensure prompt dissemination

of all the intelligence received. Therefore, it is requested to assign a pay scale of Rs.20680-46960 on par with Chief Administrative Officer in the DGP's office. Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Administrative Officer (Intelligence Dept)	1810-3230	3310-6840	6350-13000	10285-24200	19050-45850	Manager (Intelligence Dept) (Rs.18030-43630)	Administrative Officer (Intelligence Dept) (Rs.20680-46960)
Chief Administrative Officer (DGP Office)	-	3880-8140	7400-15475	10845-25600	20680-46960	Administrative Officer (DGP Office) (Rs.18030-43630)	-

As per service rules, there is no direct recruitment for this post. It is filled by promotion from the category of Manager. One must have a degree and must have passed Shorthand and Typewriting with Higher-grades.

This category represented in 2010 seeking parity with the Chief Administrative Officer and requested higher pay scale. The Commissioner observed that the importance attached to the Intelligence Branch and also qualifications, the Commission recommended the pay scale of Rs.19050-45850(Rs.10845-25600), thus benefitted by one stage. Comparison with Chief Administrative Officer is not valid, as the duties and responsibilities are different.

Keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960 to this category, thus improved by one stage.

**35. Administrative Officer (INT) : Rs.20680-46960**  
No. of Posts : 2

It is stated that entire State there are only two posts of Administrative Officers in Intelligence. The Administrative Officer, Intelligence is head of Intelligence Department Ministerial Staff and he shoulders onerous responsibilities. Administrative Officer, is the link between Additional DGP, Intelligence and other senior IPS officers (i.e., I.G.P. D.I.G and SSP. Intelligence) in the office on one side and all his subordinate I.D. staff on the other. He has to directly oversee administration of nearly 15 Sections, headed by Gazetted Officers and supervised by Assistant Administrative Officer, Intelligence and he has to closely monitor and co-ordinates the work of his sub-ordinate officers.

It is submitted that the Administrative Officer, Intelligence / PS to DGP carries responsibilities of higher nature and answerable to many senior Police Officers. In comparison, his work is equivalent to that of an Assistant Secretary in the Secretariat Departments. He is placed at a most disadvantageous position and was allowed a lower pay scale of Rs.20680-46960. Hence, it is

requested to allow pay scale of Rs.23650-49360 on par with Assistant Secretary in the Secretariat.

Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Administrative Officer (Intelligence Dept.)	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Assistant Administrative Officer (Intelligence Bureau) (Rs.19050-45850)	-
Assistant Secretary (Secretariat)	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	Section Officer (Rs.18030-43630)	Deputy Secretary (Rs.29200-53060)

As per service rules, there is no direct recruitment for this post. It is filled by promotion from Assistant Administrative Officer. One must have a degree and must have passed Shorthand and Typewriting with Higher-grades.

This category represented to the PRC, 2010 for assigning the higher pay scale on par with Assistant Secretary to Govt. However, the PRC 2010 assigned a pay scale of Rs.20680-46960 on par with Deputy Superintendent of Police, thus benefitted by one stage.

Keeping in view of the duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.42490-96110 corresponding to Rs.21820-48160, thus improved by one stage,

- 36. Deputy Superintendent of Police / Assistant Commissioner of Police/ Asst. Commandant. APSP/ Deputy Superintendent of Police (Communications)/Technical Assistant Director of Police Transport (DSP cadre) Deputy Superintendent of Police (Home Guards / Armed Reserved) : Rs.20680-46960**  
No of posts : 595
- 37. Addl. Superintendent of Police Civil/ Addl. Deputy Commissioner of Police/ Addl. Commandant/Commandant. (Home Guards/ Armed Reserved)/ Squadron Commander Greyhounds)/ Superintendent of Police (Communications)/ Superintendent of Police (Technical) Police Transport Organization : Rs.27000-51760**  
No of posts : 155

<b>38. Superintendent of Police (Non-Cadre)</b>	<b>:</b>	<b>Rs.29200-53060</b>
No of posts	:	34
<b>39. Deputy Inspector General of Police (Non-Cadre)</b>	<b>:</b>	<b>Rs.34050-54360</b>
No. of posts	:	2
<b>40. Inspector General of Police (Non-Cadre)</b>	<b>:</b>	<b>Rs.41550-55660</b>
No. of posts	:	1

No representation.

According to service rules, appointment to the post of Deputy Superintendent of Police is by direct recruitment and by promotion from the category of Inspector of Police. Appointment to the remaining higher categories is by promotion.

The PRC 2010 noticed that the category of Deputy Superintendent of Police (Rs.10845-25600) had parity with Deputy Collector / Commercial tax Officer. In Group-I services, the R.D.O. / D.S.P. / C.T.O., carry the same scale of pay on account of the responsibilities associated with these posts and accordingly assigned Rs.20680-46960, Rs.27000-51760, Rs.29200-53060, Rs.34050-54360 and Rs.41550-55660 respectively to these categories.

**Commandant (Armed Reserve) : Rs.27000-51760**

The above category is filled in by promotion from Deputy Superintendent of Police (Armed Reserve). One must have put in not less than 5 years of service in the category of Deputy Superintendent of Police (Armed Reserve). This category is having parity with Additional Superintendent of Police (Non-Cadre) and the successive PRCs assigned a pay scale of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300, Rs.5040-8700, Rs.9600-16525 and Rs.14600-29250 in the 1974, 1978, 1986 1993, 1999 and 2005 revisions on par with Additional Superintendent of Police (Non-Cadre). The PRC 2010 assigned a pay scale of Rs.27000-51760 on par with Additional Superintendent of Police (non-cadre).

**Commandant (Home Guards) : Rs.27000-51760**

It is represented that rules were amended vide G.O.Ms.No.88, Home (Services-I) Department, dated:04.01.2013, carried out amendments to the special rules of Armed Reserve inserting the post of Additional Superintendent of Police (A.R.) as category 2, which is the feeder category of Commandants (Home Guards). Hence it is requested for a pay scale of Rs.29200-53060 for the category of Commandant (Home Guards). The Home Department has also supported the request.

As per G.O.Ms.No.118, Home (Police-E) Department, dated:16.06.1997, this category is filled by promotion from Deputy Superintendent of Police (Armed Reserve) including Assistant Commandant (City Armed Reserve),



Assistant Commandant (SARCPL), Vice Principal, P.T.C, Anantapur, Deputy Superintendent of Police (Home Guards). One must have put in not less than 5 years of service. Recently, amendments to A.P. Police (Armed Reserve) service rules were issued vide G.O.Ms.No.88, Home (Services-I) Department, dated:04.01.2013. As per the above rules the category of Commandant (Home Guards) is filled by promotion of Additional Superintendent of Police (A.R.) of District / Additional Deputy Commissioner of Police CAR of Police/Commissionerate. One must have put in not less than 3 years of service in the feeder category.

This category was assigned pay scale of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300, Rs.5040-8700, Rs.9600-16525 and Rs.14600-29250 in the 1974, 1978, 1986 1993, 1999 and 2005 pay revisions on par with Additional Superintendent of Police (Non-Cadre). This category sought parity with Superintendent of Police the same was not agreed and assigned a pay scale of Rs.27000-51760.

In view of the amendments to the A.P. Police (Armed Reserve) Service Rules duly making this category being promotion category to the post of Additional Superintendent of Police (A.R.) and treated as category-1 of the above rules.

**Commandant (A.P.S.P.) : Rs.27000-51760**

This category is the feeder category to the post of Deputy Inspector General of Police (non-cadre) A.P.S.P. (non-cadre) (Rs.34050-54360).

This category was assigned pay scale of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300 and Rs.5040-8700 in the 1974, 1978, 1986 and 1993 revisions on par with Additional Superintendent of Police (Non-cadre). This category represented to the PRC 1999 & 2005 seeking parity with Superintendent of Police (Non-Cadre), the same was not agreed and assigned a pay scale of Rs.9600-16525 and Rs.14600-29250 on par with Additional Superintendent of Police (Non-Cadre). In PRC 2010 revision, this category represented seeking parity with S.P. (non-cadre) on the ground that the proposed rules are amended by making Additional Commandant as a feeder category for the above post. The PRC did not agree parity with Superintendent of Police (non-cadre) and assigned a pay scale of Rs.27000-51760 on par with Additional Superintendent of Police (non-cadre).

**Superintendent of Police (Communications) : Rs.27000-51760**

The above category is filled by promotion from Deputy Superintendent of Police (Communications). One must have put in not less than 5 years of service in the category of Deputy Superintendent of Police (Communications). One must also have a degree in Radio Engineering or Electronics and Communications Engineering. This category forms the feeder category to the post of Addl. Director (PC) (Rs.29200-53060).

This category was assigned pay scales of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300 and Rs.5040-8700 in the 1974, 1978, 1986 and 1993 revisions on par with Additional Superintendent of Police (Non-Cadre). The PRC 1999 did not agree parity with Superintendent of Police and assigned a pay scale of Rs.9600-16525 and was assigned a pay scales of Rs.14600-29250 and 27000-51760 on par with Additional Superintendent of Police in 2005 & 2010 revisions.

**Superintendent of Police**

**(Technical),**

**Police Transport Organization : Rs.27000-51760**

S.P. (Technical) is charged with the responsibility of proper maintenance of all Police vehicles. He is to conduct periodical inspections of motor vehicle maintenance units in Hyderabad. He is also involved in the work of fabrication of bullet proof vehicles for protection of V.V.I.P's.

The above category is filled by promotion from Technical Assistant to Director of Police Transport. If no eligible candidate is available, then it is filled by deputation on tenure basis of a Divisional Manager or a Regional Manager from APSRTC. One must have not less than 3 years of service in the category of Technical Assistant to Director of Police Transport. This category is the feeder category to the post of Director, Police Transport Organization (Rs.29200-53060).

This category was assigned pay scales of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300, Rs.5040-8700 and Rs.9600-16525 in the 1974, 1978, 1986 1993 and 1999 revisions on par with Additional Superintendent of Police (Non-Cadre).

This category represented to 2005 and 2010 revisions seeking parity with Superintendent of Police, the same was not agreed and assigned a pay scale of Rs.14600-29250 and Rs.27000-51760 on par with Additional Superintendent of Police (non-cadre).

**Squadron of Greyhounds : Rs.27000-51760**

The above category is filled by promotion from the Deputy Superintendent of Police. One must have put in not less than 3 years of service.

This category was assigned pay scales of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300, Rs.5040-8700, Rs.9600-16525 and Rs.14600-29250 in the 1974, 1978, 1986 1993, 1999 and 2005 revisions on par with Additional Superintendent of Police (Non-Cadre). This category is having traditional parity in successive PRCs including 2010 revision.

The Commission assigns the following pay scales to the above categories in the revised pay scales:

Deputy Superintendent of Police / Assistant Commissioner of Police/ Asst. Commandant. APSP/ Deputy Superintendent of Police (Communications)/Technical Assistant Director of Police Transport (DSP cadre) Deputy Superintendent of Police (Home Guards / Armed Reserved)	:	Rs.40270-93780 corresponding to Rs.20680-46960
Addl. Superintendent of Police Civil/ Addl. Deputy Commissioner of Police/ Addl. Commandant/Commandant. (Armed Reserved)/ Commandant (A.P.S.P) Superintendent of Police (Communications)/ Squadron of Grey Hounds Superintendent of Police (Technical), Police Transport Organization	:	Rs.52590-103290 corresponding to Rs.27000-51760
Superintendent of Police (Non-Cadre) / Commandant (Home Guards)	:	Rs.56870-105810 corresponding to Rs.29200-53060
Deputy Inspector General of Police (Non-Cadre)	:	Rs.66330-108330 corresponding to Rs.34050-54360
Inspector General of Police (Non-Cadre)	:	Rs.80930-110850 corresponding to Rs.41550-55660

## **22(b) PRISONS & CORRECTIONAL SERVICES DEPARTMENT**

Andhra Pradesh Prisons Department came into existence on 1<sup>st</sup> November, 1956 after the re-organization of States by amalgamation of the then Hyderabad Prison Service and the Prisons Service of the then Andhra State. Presently, the Department has under its control 07- Central Prisons, 10- District Jails, 02-Open Air Jails, 04-Semi Open Prisons, 02-Special Prison for Women, 01-Borstal School and 121- Sub Jails. The persistent demand of the Staff and Officers of the Prisons Department has been parity of pay scales with the Staff and Officers of the Police Department. This request has been articulated on the basis of a number of Prison Reforms Committees which have gone into this issue. In particular, reference is made to Mulla Committee (1980-83), Kapoor Committee (1987) and Committee headed by Justice Sri I. Pandurangarao (1999). All these Committees have apparently recommended parity of pay scales of the Staff and Officers of Prisons Department with the corresponding categories of Police Department.

This issue of parity of pay scales between Police staff and the staff belonging to the Prisons Department and other Uniformed Services has been discussed extensively by the earlier PRCs.

<b>1. Warder (Including Female Warder)</b>	<b>:</b>	<b>Rs.7960-23650</b>
No. of posts	:	2312

It is stated that the guarding staff of Prisons Department consist of warders including the female Warders. They require to perform duties round the clock among the hardcore Criminals, Naxalites, Dacoits, Lunatics, Mentally depressed and dangerous Prisoners while motivating them to become good citizens in the society after they are released from the jail. It is also represented that the qualifications of the Warder Category has been revised to Intermediate qualification on par with Police Constables, the duties and responsibilities and training of Warder and Police Constable are one and the same. Hence the request is to equate pay scale on par with Police Constable in Police Department.

Following is the progression of pay scales of this post and comparable post.

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Warder	780-1275	1535-2840 (one stage)	2870-5470 (C.S)	4595-10285 (two stages)	7960-23650 (C.S)	Attender (Rs.6700-20110)	Head Warder (Rs.10020-29200)
Police Constable in Police Department	810-1420	1595-3020 (one stage)	2990-5810 (C.S)	4825-10845 (two stages)	8440-24950 (C.S)	--	Head Constable (Rs.10900-31550)

This category is filled by direct recruitment/by transfer of Office Sub-Ordinate. The qualification prescribed is pass in Intermediate or its equivalent examination. Preference shall be given to candidates who have undergone training Civil Defense and gained experience as Home Guard.

Keeping in view the increase in entry qualification of this category and the nature of duties and responsibilities, the Commission assigns the pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 to this category, thus improved by one stage.

**2. Head Warder** : **Rs.10020-29200**  
**(Female Head Warder**  
**including Asst. Armourer)**  
 No. of posts : 574

It is stated that the Head Warder is a promotion post for the category of Warder. This category was placed in higher pay scales than that of Head Constable (Police Department) from 1952 to 1962. Thereafter, the Head Warder was assigned a pay scale of Rs.425-650 in 1978 revision on par with Head Constable. After 1986 revision, this category was assigned a lower pay scale of Rs.950-1670, whereas the Head Constable was assigned a higher pay scale of Rs.1010-1800. In subsequent revisions also this category was allowed lower pay scales when compared to Head Constable. Hence, request is for a higher pay scale of Rs.10900-31550 on par with Head Constable of Police Department.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Head Warder	950-1670	1875-3750 (one stage)	3550-7150 (C.S)	5200-11755 (C.S)	10020-29200 (two stages)	Warder (Rs.7960-23650)	Chief Head Warder (Rs.10900-31550)
Head Constable of Police Dept.	1010-1800	1975-4010 (one stage)	3750-7650 (C.S)	5470-12385 (C.S)	10900-31550 (two stages)	Police constable (Rs.8440-24950)	Assistant Sub-Inspector of Police (Rs.11860-34050)

Keeping in view the nature of duties and responsibilities of this category, the Commission considers that the scale of pay of this category needs to be improved and accordingly fixes a pay scale of Rs.21230-63010 corresponding to Rs.10900-31550, thus improved one stage.

**3. Chief Head Warder**  
**(Including Female Head Warder,**  
**Addl. Drill Instructor and Armour)** : **Rs.10900-31550**  
 No. of posts : 82

It is represented that this category was assigned higher pay scales up to 1978 revision than Assistant Sub Inspector of Police. But from 1986 revision

onwards, the Chief Head Warders were assigned a lower scale of pay, whereas the Assistant Sub-Inspector of Police were placed in the higher scales. Hence, request is for assigning pay scale of Rs.11860-34050 on par with Asst. Sub Inspector of Police.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Chief Head Warder	1010-1800	1975-4010 (one stage)	3750-7650 (C.S)	5470-12385 (C.S)	10900-31550 (two stages)	Head Warder (Rs.10020-29200)	Deputy Jailor (Rs.13660-38570)
Assistant Sub-Inspector of Police	1100-2050	2195-4560 (One stage)	4190-8700 (C.S)	6195-14175 (C.S)	11860-34050 (two stages)	Head Constable (Rs.10900-31550)	Sub-Inspector of Police (Rs.14860-39540)

According to service rules, this category is filled by promotion from the category of Head Warder (Male)/Head Warder (Female).

Keeping in view the increase in scale of pay of feeder category, the Commission assigns to this category a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050, thus improved by two stages.

**4. Assistant Matron : Rs.11860-34050**  
No. of posts : 11

The Director General of Prisons A.P., Hyderabad has stated that there was a discrepancy in the scale of pay of this category working in the Prisons Department and Deputy Jailor of Jails who were allowed same pay scales in 1993, 1999 and 2005 Pay Revisions. In this regard, he has stated that anomaly arisen out of the recommendations of the 9<sup>th</sup> Pay Revision Commission may be rectified. Following is the progression of pay scales of this post and comparable post.

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Assistant Matron	2375-5040	4550-9600	6675-15500	11860-34050	Head Warder (Rs.10020-29200)/ Senior Assistant (Rs.10900-31550)	Jailor (Women) (Rs.15280-40510)
Deputy Jailor	2375-5040	4550-9600	6675-15500	13660-38570	Chief Head warder (Rs.10900-31550)	Jailor (Rs.15280-40510)

As per service rules, the category of Asst. Matron is appointed by direct recruitment and by promotion from the category of Head Warder (female) or by appointment by transfer of Woman Senior Assistant in the A P Ministerial Services in the Jail Department. One must possess a Bachelor's Degree and must have passed Departmental Tests. The Deputy Jailor is appointment by direct

recruitment and by promotion from the category of Chief Head Warder one must possess a Bachelors Degree and must have passed Departmental tests.

Commission notices that both the categories were in the same scale of pay from 1993 to 2005 revisions. In 2010 Pay Revision, this category was assigned three stages lower than that of Deputy Jailor of Jails. In fact, as per service rules, both the categories fall under the Class A (1) (a), (b) of the A.P. Jails Subordinate Service Rules and having the post of Jailor as feeder category.

In view of the above the Commission assigns the pay scale of Rs.26600-77030 corresponding to Rs.13660-39570 to this category on par with Deputy Jailor, thus improved by three stages.

#### 5. Administrative Officer

(formerly known as

P.A. to Inspector

General of Prisons/

P.A. to Superintendent of Jails)

O/o Director General of Prisons

and C.S., A.P

No. of posts

: Rs.18030-43630

(Not included in  
schedule of 2010)

: 12

The Director General of Prisons A.P., Hyderabad has stated that there was a discrepancy in the scale of pay of the category of Administrative Officer and Deputy Superintendent of Jails which were allowed identical pay scales in 1993, 1999, 2005 revisions. In 9<sup>th</sup> Pay Revision Commission, a lower pay scale was allowed to this category. Hence, request is for rectification of anomaly.

Following is the progression of pay scale of this post and comparable post:

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Administrative Officer	-	3640-7580	6950-14425 (CS)	10285-24200 (CS)	18030-43630 (CS)	Superintendent (Rs.14860-39540)	-
Deputy Superintendent of Jails	1980-3500	3640-7580 (CS)	6950-14425 (CS)	10285-24200 (CS)	19050-45850 (one stage)	Jailor (Rs.15280-40510)	Superintendent of Jails (Rs.25600-50560)

This category did not represent to earlier Pay Revision Commissions.

As per service rules, the category of Administrative Officer is appointment by transfer of Superintendents in A.P. Ministerial Services working in Jails Department. This category earlier known as PA to Inspector General of Prisons/PA to Superintendent of Jails. This category is now included as Administrative Officer in this category 5 of A.P. Jails Service Rules (vide G.O.Ms.No.268, Home Department, dated.20.10.2010).

Comparison with Deputy Superintendent of Jails is not relevant, as the duties, responsibilities and the qualifications are entirely different. The Commission considers the pay scale of this category to be adequate and assigns to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

- 6. Principal,** : **Rs.21820-48160**  
**(State Institute of**  
**Correctional Administration)**  
 No. of posts : 1

The Director General of Prisons A.P., Hyderabad has stated that there was a discrepancy in the scale of pay of the category of Principal, State Institute of Correctional Administration working in the Prisons Department. This category and Superintendent of Jails were allowed identical pay scales in 1993, 1999, and 2005 revisions. The same was disturbed in 2010 revision. Keeping in view of the historical parity of earlier Pay Revision Commissions, request is for a pay scale of Rs.25600-50560.

Following is the progression of pay scale of this post and comparable post:

Name of the Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Principal, State Institute of Correctional Administration	4400-8700	8400-16525	12385-27750	21820-48160	Deputy Superintendent of Jails. (Rs.19050-45850)	Dy. Inspector General of Prisons (Rs.29200-53060)
Superintendent of Jails	4400-8700	8400-16525 (C.S)	12385-27750 (C.S)	25600-50560	Deputy Superintendent of Jails (Rs.19050-45850)	Dy. Inspector General of Prisons (Rs.29200-53060)

This category did not represent to earlier Pay Revision Commissions.

The Commission notices that this category is having parity with Superintendent of Prisons and Vice Principal, SICA is having parity with Deputy Superintendent of Prisons. The Commission therefore assigns the pay scale of Rs.49870-100770 corresponding to Rs.25600-50560 to this category and restores the earlier parity with Superintendent of Jails, thus improved by two stages.

- 7. Deputy Jailor**  
**(including Assistant Chief**  
**Law Instructor &**  
**Assistant Law Instructor)** : **Rs.13660-38570**  
 No. of posts : 240
- 8. Jailor/Jailor(Women)/Welfare**  
**Officer (Women)** : **Rs.15280-40510**  
 No. of posts : 106



<b>9. Deputy Superintendent of Jails/ Deputy Superintendent of Jails (Women)/Vice Principal, SICA</b>	<b>:</b>	<b>Rs.19050-45850</b>
No. of posts	:	54
<b>10. Superintendent of Jails</b>	<b>:</b>	<b>Rs.25600-50560</b>
No. of posts	:	9
<b>11. Dy. Inspector General of Prisons</b>	<b>:</b>	<b>Rs.29200-53060</b>
No. of posts	:	4
<b>12. Inspector General of Prisons</b>	<b>:</b>	<b>Rs.34050-54360</b>
No. of posts	:	1

A.P. Prisons Officers Association, Hyderabad has represented seeking parity of the above categories with various categories of Police personnel. The parity of pay scales of Jail staff on par with Police Personnel has been sought on the basis recommendations of various Committees on Jail Reforms. This has however, not been accepted by successive PRCs.

The following are the details relating to the pay scales of various categories.

**Deputy Jailor : Rs.13660-38570**

The request is for parity with Sub-Inspector of Police (Rs.14860-39540). Another request is for conferring Gazetted status.

According to service rules, appointment to the category of Deputy Jailor is by direct recruitment and by promotion from Chief Head Warder and also by transfer of Senior Assistant in the department. For direct recruitment and for transfer, one must possess a bachelor's degree and also for promotion, one must have the minimum general educational qualification and a pass in Accounts Test for Sub-ordinate Officers Part-I and Jails department Test Part-I & III. This category has been representing to the successive PRCs seeking parity with Sub-Inspector of Police, the same has not been accepted.

The following is the progression of the pay scales of Deputy Jailor / Sub-Inspector of Police.

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Deputy Jailor	550-900	1230-2330 (3 stages)	2375-5040 (one stage)	4550-9600 (C.S.)	6675-15500 (C.S.)	13660-38570 (three stages)
Sub Inspector of Police	575-950	1280-2440 (3 stages)	2525-5390 (one stage)	4850-10250 (C.S.)	7200-16925 (C.S.)	14860-39540 (three stages)

Taking all factors into consideration, the Commission is of the view that the post of Deputy Jailor cannot be equated with Sub-Inspector of State Police for the purpose of pay fixation.

The Commission considers the existing pay scale of this category to be adequate and assigns to it the scale of Rs.26600-77030 corresponding to Rs.13660-38570.

**Jailor/ Jailor (Women)/ Welfare Officer (Women) : Rs.15280-40510**

The request is for parity with Inspector of Police (Rs.16150-42590).

Appointment to the category of Jailor (Men) is by transfer from the category of Deputy Jailor and also by transfer from the category of Superintendent (Men) in the ministerial service of the department. One must possess a degree, must have passed Jails Department Tests Paper-I, II, III and IV and must have passed Account Test for Executive Officers or Accounts Test for Subordinate Officers part-I & II.

In the case of Jailor (Women), it is by transfer of Assistant Matron and Superintendent (Women) in Ministerial Service. One must possess qualifications as prescribed in the case of Jailor (Man). This category has been representing to the successive PRCs seeking parity with Inspector of Police. The same has not been accepted.

Following is the progression of scales pay between Jailor / Jailor (Women) and Inspector of Police.

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Jailor/ Jailor (Women)	750- 1300	1380-2750 (one stage)	2930-5960 (2 stages)	5640-11300 (C.S.)	8385- 19125 (C.S.)	15280- 40510 (one stage)
Inspector of Police	800- 1450	1550-3050 (one stage)	3110-6380 (one stage )	5980-12100 (C.S.)	9285- 21550 (one stage)	16150- 42590 (C.S.)

As seen from the above, it is noticed that the pay scale of Jailor is lower compared to Inspector of Police in all revisions. The scale of Jailor was in Rs.8385-19125 in 2005 revision, whereas this category of Inspector of Police was revised to Rs.9285-21550 (CS). It was noticed by 9<sup>th</sup> Pay Revision Commission and the scale was improved to Rs.15280-40510, thus benefitted by one stage.

Keeping in view the duties and responsibilities of the category and the pay scales of comparative posts, the Commission recommends to it the scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus improved by one stage.

**Deputy Superintendent of Jails/  
Deputy Superintendent of Jails  
(Women) : Rs.19050-45850**

The request is for parity with Deputy Superintendent of Police (Rs.20680-46960).

Appointment to the post of Deputy Superintendent of Jails is by promotion from the category of Jailor and also by direct recruitment. The qualification prescribed for direct recruitment is a degree. The qualifications prescribed for method of promotion is a degree, in addition a pass in Jails Department Tests Paper-I, II, III and IV and Account Test for Executive Officers or Accounts Test for Subordinate Officers part I & II.

Following is the progression of pay scales of Deputy Superintendent of Jails and Deputy Superintendent of Police.

Name of the category	1978	1986	1993	1999	2005	2010
	Rs.					
Deputy Superintendent of Jails	1050-1600	1980-3500 (one stage)	3640-7580 (C.S.)	6950-14425 (C.S.)	10285-24200 (C.S.)	19050-45850 (one stage)
Deputy Superintendent of Police	1150-1700	2150-3690 (one stage)	3880-8140 (C.S.)	7400-15475 (C.S.)	10845-25600 (C.S.)	20680-46960 (one stage)

This category was assigned Rs.10285-24200 in 2005 revision, whereas the category of Deputy Superintendent of Police was assigned the scale of Rs.10845-25600. The PRC 2010 did not agree parity with Deputy Superintendent of Police and assigned a revised pay scale of Rs. 19050-45850, thus benefitted by one stage.

The category of Deputy Superintendent of Jails cannot be equated with Dy. Superintendent of Police as their functions and duties are extremely different. The Commission considers the existing pay scale of this category to be adequate and recommends to it the pay scale of Rs.37100-91450 corresponding to Rs.19050-45850.

**Superintendent of Jails : Rs.25600-50560**

The request is for parity with Superintendent of Police (Non-Cadre) (Rs.27000-51760). Appointment to the post of Superintendent of Jails is by promotion from the category of Deputy Superintendent of Jails. This category has been representing to the successive PRCs seeking parity with Superintendent of Police. The same has not been accepted.

Following is the progression of pay scales of Superintendent of Jails and Additional Superintendent of Police.

Name of the category	1978	1986	1993	1999	2005	2010
	Rs.					
Superintendent of Jails	1250-1800	2240-3860 (one stage)	4400-8700 (one stage)	8400-16525 (C.S.)	12385-27750 (C.S.)	25600-50560 (two stages)
Additional Superintendent of Police	1400-2000	2590-4300 (one stage)	5040-8700 (one stage)	9600-16525 (C.S.)	14600-29250 (C.S.)	27000-51760 (one stage)

The 2010 Commission was of the view that there was need for improving the scales of senior positions, also while improving the pay scales of lower categories. The Commission accordingly recommended the scale of Rs.25600-50560 which corresponds to Rs.14600-29250 to the category of Superintendent of Jails as against the pay scale of Rs.12385-27750 an advancement of 2 stages.

This Commission considers the existing pay scale of this category to be adequate and accordingly assigns to it a pay scale of Rs.49870-100770 corresponding to Rs.25600-50560.

**Deputy Inspector General of Prisons : Rs.29200-53060**

The request is for parity with Deputy Inspector General of Police (Rs.34050-54360). This category is filled by promotion from Superintendent of Jails including Assistant Inspector General of Prisons.

Following is the progression of pay scales of Deputy Inspector General of Prisons and Deputy Inspector General of Police (Non-Cadre).

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Deputy Inspector General of Jails	1500-2100	2690-4440 (one stage)	5390-8980 (one stage)	10250-17050 (C.S.)	15500-30000 (C.S.)	29200-53060 (one stage)
Deputy Inspector General of Police (Non-Cadre)	2000-2500	3580-5380 (one stage)	6610-9820 (C.S.)	12550-18625 (C.S.)	19675-30765 (C.S.)	34050-54360 (CS)

While reiterating the views expressed by PRC 2005, the 9<sup>th</sup> Pay Commission recommended the scale of Rs.29200-53060 which corresponds to Rs.16925-30765 to the category of Deputy Inspector General of Prisons as against the pay scale of Rs.15500-30000, an advancement by one stage.

Keeping in view the nature of duties and responsibilities of this category and overall parities in Government departments, the Commission assigns to it a pay scale of Rs.61450-105810 corresponding to Rs.31550-53060, thus improved by one stage.

**Additional Inspector General  
of Prisons (now designated as  
Inspector General of Prisons) : Rs.34050-54360**

The request is for parity with Inspector General of Police (Rs.41550-55660). This category is filled by promotion from the category of Deputy Inspector General of Prisons.

The following is the progression of the pay scales of Additional Inspector General of Prisons and Inspector General of Police (Non-Cadre).

Name of the category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Additional Inspector General of Prisons	1800-2350	3090-5140	6150-9820 (one stage)	11650-18625 (C.S.)	18025-30765 (C.S.)	34050-54360 (one stage)
Inspector General of Police (Non-Cadre)	--	--	8140-10380(EI)/7580-10100(FE)	14425-19150 (C.S.)	23500-30765 (C.S.)	41550-55660 (CS)

Keeping in view the nature of duties and responsibilities of this category and overall parities in Government departments, the Commission assigns to it a pay scale of Rs.73270-108330, corresponding to Rs.37600-54360, thus improved by one stage.

## **22(c) A.P. STATE DISASTER RESPONSE AND FIRE SERVICES DEPARTMENT**

A.P. State Disaster Response and Fire Services Department responds to Fire and Emergency calls and prevent loss of life and property due to outbreak of fire and due to accidents and disasters. The role of the department has expanded over the last few years. The department now responds to hazardous material incidents, advanced emergency medical situations, high angle rescue and confined space rescue incidents, trench and collapse operations and under water rescue. The fast pace of industrialization with the extensive use of hazardous materials and increased construction of larger and taller buildings, which have multiplied the problems of firefighting. A.P. State Disaster Response and Fire Services Department is identified as Multi Hazard First Responder and entrusted with safeguarding life and property in fires, floods, cyclones, earthquakes, N.B.C. Disasters, etc. In view of entrustment of additional responsibilities relating to undertaking rescue operations and disaster management, the Department has requested to enhance the pay scales of all the fire officers & personnel at least on par with the Police Department.

- 1. Fireman : Rs.7960-23650**  
(Including Fireman Sanitary/Fireman Orderly)  
No. of posts : 3188

It is stated that this category is responsible for keeping the station premises, appliances, equipment gears etc., clean and tidy. He has to be always alert to attend to fire calls, emergency calls, rescue calls etc., he should be acquainted with the topography of his own and adjoining areas as well as fire risks in such areas. This category has to undergo specialized technical and special trainings in chemistry of combustion, hose, hose fittings, fire extinguishers, rural area fires, ladders, hydraulic ladders, small gears, knots and lines, ropes and lines, water tenders, for specialized vehicles, building construction, water sources and hydrants, pumps and premiers, foam and chemical equipments etc. In spite of the above position, this category has not been considered as the professional skilled worker. However this category was assigned the pay scale of Rs.7960-23650. Hence request is for a pay scale of Rs.8440-24950 on par with Police Constable, keeping in view of the qualifications of Intermediate with minimum physical standards technical training and getting only one promotion to the post of Leading Fireman after 20 -25 years of service.

The following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Fireman	780-1275	1535-2840 (one stage)	2870-5470 (CS)	4595-10285 (two stages)	7960-23650 (CS)	-	Leading Fire Man / Driver Operator (Rs.10020-29200)
Police Constable	810-1420	1595-3020 (CS)	2990-5810 (CS)	4825-10845 (two stages)	8440-24950 (CS)	-	Head Constable (Rs.10900-31550)

According to service rules, appointment to this category is by direct recruitment (90%) and by selection from eligible Home Guards (10%). The minimum qualification is pass Intermediate with prescribed physical measurements.

Keeping in view, the increase in entry level qualification for this category and the nature of its duties and responsibilities, the Commission assigns to this category a pay scale of Rs.16400-49870, corresponding to Rs.8440-24950, thus benefitted by one stage.

**2. Leading Fireman / Driver Operator : Rs.10020-29200**  
No. of posts : 636/950

The Association has stated that the Leading Fire Man is second in command in ground operation and maintenance of fire station. He performs duties of Station Fire Officer (SFO). In his absence, they are only two Leading Fireman's for each fire station and they perform the duties round the clock. He is in-charge of Driver Operator and Fireman. However he has been given the pay scale of Rs.10020-29200. Taking into consideration of seniority and technical trainings undergone in the service request is to equate the pay of Rs.10900-31550 of Police Head Constable working in Police Department. Another request is Rs.1000/- p.m., as Pump Operating Allowance on par with Rig Operator (Driver) of Ground Water Department. Requested for Fixed Travelling Allowance to the category of Driver Operator.

The following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Leading Fireman/ Driver Operator	860-1470 (Leading Fireman)/ 950-1670(A/RGC)/ 950-1670 (Driver Operator)	1875-3750 (one stage)	3550-7150 (C.S)	5200-11755 (C.S)	10020-29200 (three stages)	Fire Man (Rs.7960-23650)	Station Fire Officer (Rs.13660-38570)
Head Constable of Police	1010-1800	1975-4010 (one stage)	3750-7650 (CS)	5470-12385 (CS)	(10900-31550)	Police Constable (Rs.8440-24950)	Asst. Sub Inspector of Police (Rs.11860-34050)

**Leading Fireman : Rs. 10020-29200**

The Leading Fireman is appointed by promotion from the category of Fireman and one must have passed the training course for Leading Fireman. The Pay Revision Commission 2010 did not agree parity with Head Constable of Police Department and assigned a revised pay scale of Rs.10020-29200, thus improved by one stage.

**Driver Operator : Rs.10020-29200**

The Driver Operator is appointed by direct recruitment and by promotion from Fireman. The qualification for the Driver Operator is one must pass in SSC examination along with Heavy Transport Driving License with a validity for a period of 2 years.

This category represented to PRC 2010, seeking a higher scale on par with Police Head Constable. The Commission assigned a pay scale of Rs.10020-29200, thus benefitted by three stages. The successive PRCs did not agree parity with Head Constable.

The Commission considers the existing pay scale of these categories needs to be improved and accordingly assigns the pay scale of Rs.21230-63010, corresponding to Rs.10900-31550 to the categories of Leading Fireman and Driver Operator, thus improved by one stage.

**3. Station Fire Officer : Rs.13660-38570**  
No. of Posts : 298

This category is in charge of Fire Station and under his supervision and control, the Fire Station Administration, Executive and Operational work depends. He is responsible for all appliances, store, equipments and see that all are kept clean and in through working condition for immediate use. This category has to conduct fire fighting and rescue operations in case of various emergencies likes fires, cyclones, earth quakes, bomb threats, floods etc., and to attend stand by duties during the visit of VVIPs, hesitations, processions and elections etc. Keeping in view of qualifications, undergone various technical trainings, the duties and responsibilities and having high risk and work load, request is for pay scale of Rs.14860-39540 on par with Sub- Inspector of Police. Another request is for conferring Gazetted status.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Station Fire Officer	1230-2330	2375-5040 (one stage)	4550-9600 (CS)	6675-15500 (CS)	13660-38570 (three stages)	Leading Fire Man / Driver Operator (Rs.10020-29200)	Asst. Divisional Fire Officer (Rs.15280-40510)
Sub - Inspector of Police	1280-2440	2525-5390 (one stage)	4850-10250 (CS)	7200-16925 (CS)	14860-39540 (three stages)	Asst. Sub-Inspector of Police (Rs.11860-34050)	Circle Inspector of Police (Rs.16150-42590)

According to service rules, this category is filled by direct recruitment, for which the qualification is a Degree and also by promotion from the categories of Leading Fireman and Driver Operator, for which one must have undergone training for five months in the A.P. Fire Service State Training School and must have passed A.P. Fire Service Manual Test and must have



passed Account Test for Subordinate Officers Part-I and must have passed certificate course of Competence in wearing and instruction on breathing apparatus.

This category does not have parity with Sub-Inspector of Police in successive Pay Revisions, as the duties and responsibilities are entirely different. The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.26600-77030, corresponding to Rs.13660-38570.

- 4. Assistant District Fire Officer : Rs.15280-40510**  
**(Formerly known as Asst. Divisional Fire Officer)**  
 No. of posts : 38

It is represented that this category is responsible for the maintenance of fire stations of the District in efficient manner. He has to conduct fire fighting and rescue operations in case of various emergencies likes fires, cyclones, earth quakes, bomb threats, bomb blasts, floods etc., he is fully skilled and qualified in National Fire Service Training and Disaster Response Training and he is also trained in other States & Foreign Countries. He has to attend all legal cases and general public of the district at large. His duty is round the clock, has specialized technical and special trainings like chemistry of combustion, hose, hose fittings, fire, ladders, hydraulic ladders, small gears knots and lines, ropes and lines etc.

It is stated that the pay scale of Rs.15280-40510 was assigned to this category, being a district level post having work load and the duties are risky in nature, whereas Deputy Superintendent of Police/Assistant Commissioner of Police who are also district level posts, were assigned higher pay scale of Rs.20680-46960. Hence, request is to assign a pay scale of Rs.20680-49960.

Following is the progression of pay scales of this post and comparable post.

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant District Fire Officer	1550-3050	2930-5960 (CS)	5640-11300 (CS)	8385-19125 (CS)	15280-40510 (one stage)	Station Fire Officer (Rs.13660-38570)	District Fire Officer (Rs.19050-45850)
Assistant Commissioner of Police /Dy. Superintendent of Police	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Inspector of Police (Rs.16150-42590)	Addl. Superintendent of Police (Rs.27000-51760)

According to service rules, appointment to the category of Assistant District Fire Officer is by promotion from the category of Station Fire Officer.

Comparison with Asst. Commissioner of Police/Dy. Superintendent of Police is not relevant, as the duties and responsibilities and also level of supervision is entirely different. However, considering the duties and responsibilities of this category and the pay scale of comparative posts, the Commission assigns to it a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus improved by one stage.

**5. District Fire Officer : Rs.19050-45850**  
**(Formerly known as**  
**Divisional Fire Officer)**

No. of posts : 37

It is represented that District Fire Officer in Fire Service Department is a promotion post from Asst. District Fire Officer. He is having administrative powers and more responsibilities in maintaining the Fire Stations of the District in efficient manner. He is the controlling, inspecting and sanctioning Officer. He is also in-charge of the District. Hence, request is for a pay scale of Rs.20680-46960 on par with Deputy Superintendent of Police.

Following is the progression of this post and comparable post.

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
District Fire Officer	1810-3230	3640-7580 (one stage)	6950-14425 (CS)	10285-24200 (CS)	19050-45850 (one stage)	Assistant District Fire Officer (Rs.15280-40510)	Regional Fire Officer (Rs.25600-50560)
Deputy Superintendent of Police	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Circle Inspector of Police (Rs.16150-42590)	Additional Superintendent of Police (Rs.27000-51760)

According to service rules, appointment to Divisional Fire Officer (now known as District Fire Officer) is by transfer from the category of Assistant Divisional Fire Officer and also by direct recruitment. The qualifications for appointment by transfer are pass the examination in Manual of Fireman ship, a certificate of competence in wearing and instruction in the use of breathing apparatus and pass in prescribed departmental tests. For direct recruitment, one must hold a degree in Engineering (Fire) or its equivalent exam. If no candidates with B.E. (Fire) qualification are available, candidates with degree in any discipline are considered. Divisional Fire Officer is the first level Gazetted post in the department.

From 1986 revision onwards, this category is assigned pay scale different from that of Deputy Superintendent of Police. Keeping in view of the duties and responsibilities, the Commission is of the view that the existing pay scale of this category is adequate and accordingly assigns to it a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850.

<b>6. Regional Fire Officer</b>	<b>:</b>	<b>Rs.25600 – 50560</b>
No. of Posts	:	8

It is requested for higher pay scale of Rs.29200–53060 on par with Superintendent of Police (non-cadre). As per service rules, this category is filled by promotion from the category of District Fire Officer and must have passed in Station Officers and Divisional Fire Officers course of the National Fire Service College of the Government of India.

Comparison with Superintendent of Police (non-cadre) is not appropriate, as the duties and responsibilities, area of supervision/jurisdiction of the two categories are entirely different. The Commission considers the present scale of pay to this category to be adequate and assigns to it a pay scale of Rs.49870-100770 corresponding to Rs.25600 – 50560.

<b>7. Additional Director</b>	<b>:</b>	<b>Rs.31550 – 53060</b>
No. of posts	:	2

It is requested for a higher pay scale of Rs.34050–54360 on par with DIG of Police (non-cadre).

As per service rules, this category is filled by promotion from the category of Regional Fire Officer. This category was created in the pay scale of Rs.5770-9260 in 1993 pay scales and assigned a corresponding pay scale of Rs.10950-17575 in 1999 revision. The PRC 2005 assigned a corresponding pay scale of Rs.16925-30765. This category did not represent to the 2010 revision, and assigned a revised pay scale of Rs.31550-53060, thus benefitted by one stage.

Keeping in view the functions and responsibilities of this category, the Commission considers the existing pay scale to be adequate and therefore assigns to it a pay scale of Rs.61450-105810, corresponding to Rs.31550-53060.

<b>8. Director of Fire Services</b>	<b>:</b>	<b>Rs.31550-53060</b>
No. of posts	:	2

It is represented that in revised pay scales 2010, it was mentioned that Director of Fire Services is a cadre post. At present, both this category of Director and Addl. Director of Fire Services are drawing the same pay scale of Rs.31550-53060. In view of the above position, request is to assign a pay scale of Rs.37600-54360 on par with Inspector General of Police (non-cadre).

As per service rules, issued in G.O.Ms.No.413, Home (Prison-A) Department, dated.23.03.1994, this category is filled by promotion from the category of Additional Director. This category was in the pay scale of Rs.1700-2250 in 1978 revision and was assigned a revised pay scale of Rs.3090-5140 in 1986 revision on par with Additional Director of other Departments. It was clearly mentioned that whenever Departmental Officers filled this post, he was

entitled for pay scale on par with Additional Directors of other Departments, thus benefitted by three stages.

In view of the above, Commission notices that the post of Director of Fire Services is now held by the Departmental Officer, both the feeder category i.e., Additional Director and promotion category i.e., Director of Fire Services are drawing the same pay scale of Rs.31550-53060. Keeping in view of this, the Commission assigns to this category i.e., Director of Fire Services a pay scale of Rs.66330-108330, corresponding to Rs.34050-54360, thus benefitted by one stage.

## **22(d) PRINTING STATIONERY AND STORES PURCHASE DEPARTMENT**

The Printing and Stationery Department consists of three wings, namely Printing, Stationery and Stores Purchase. The Department has four major administrative units viz., the Government Central Press, the Secretariat Press at Hyderabad, and the Government Regional Press at Kurnool and Government Central Press at Vijayawada. In addition, the Department also operates from the premises of the Legislative Assembly and Commissionerate of Family Welfare to cater to their specific requirements. There is a Publication Bureau. It is a Centralized agency for sale and distribution of all standard forms, Registers, State and Central Publication and Government Gazettes. In addition, the Bureau prints diaries and calendars every year and distributes them to VIPs. Further, it supplies codes, manuals, State Administration Reports to all the Government Departments and Government Organizations.

The Department is headed by the Commissioner, a Cadre Officer. Further to assist the Commissioner, there are one Additional Director, three Assistant Directors in charge of Stores Purchase, Stationery and Administration, a Chief Accounts Officer and other supporting categories in the Commissionerate. The printing units at Government Central Press, Hyderabad and the Regional Printing Presses at Kurnool and Vijayawada are headed by Deputy General Managers (Works). The Manager Secretariat Press works under the supervision and control of the Commissioner. The majority of the employees in the department belong to technical categories spread over 24 sections; each section headed by an Assistant Manager (formerly known as Foreman).

There are 186 categories in the department. The general representation made on behalf of the employees of the department is that, this is a technical department and the nature of duties of the various categories in this department is different from that of the normal government employees and they are required to be technically assessed by assigning appropriate scales. Their main grievance is that the anomalies which allegedly arose out of the revisions made in 1986, 1993, 1999, 2005 and 2010 have not been rectified. One of the grievances of the employees is that lower qualifications are prescribed for the posts and this is resulting in these categories being assigned lower pay scales by the successive Pay Revision Commissioners.

The requests for higher scales have been examined by grouping the categories into thirteen groups. The categories carrying same scale are grouped as one category for this purpose. The Commission does not want to disturb the well-established equities and parities evolved over years. Hence, the existing classification is continued. At the same time, we keep in view the amendments in service rules issued subsequent to the last Pay Revision and the effect of the implementation of the recommendations of the Anomalies Committee while making these recommendations.

Generally, ITI is the minimum qualifications for the technical categories. However, the Commission notes that the minimum qualification of 7<sup>th</sup> class is

prescribed for many of the categories. At this stage, the qualifications cannot be enhanced or the employees at the advanced age cannot improve their qualifications. Therefore, the Commission is convinced that with the experience gained during the last two decades, the employees can stand on par with those who possess the ITI qualifications.

The following are the various categories having the Pay Scale of Rs.6700-20110.

<b>1. Cycle Orderly</b>	:	<b>Rs. 6700-20110</b>
No. of Posts	:	9
<b>2. Motor Cleaner / Motor Attendant/ Lorry Cleaner</b>	:	<b>Rs. 6700-20110</b>
No. of Posts	:	4
<b>3. Searcher / Watchman</b>	:	<b>Rs. 6700-20110</b>
No. of Posts	:	21
<b>4. Lascar</b>	:	<b>Rs. 6700-20110</b>
No. of Posts	:	47
<b>5. Mazdoor/Attendant/Boy/ Labourer</b>	:	<b>Rs. 6700-20110</b>
No. of Posts	:	170
<b>6. Lorry Cleaner (Kurnool)</b>	:	<b>Rs. 6700-20110</b>
No. of Posts	:	
<b>7. Messenger</b>	:	<b>Rs. 6700-20110</b>
No. of Posts	:	2
<b>8. Farrash</b>	:	<b>Rs. 6700-20110</b>
No. of posts	:	1
<b>9. Mali/Malan</b>	:	<b>Rs. 6700-20110</b>
No. of posts	:	6
<b>10. Sweeper/Scavenger/ Sweeper cum Scavenger</b>	:	<b>Rs. 6700-20110</b>
No. of posts	:	26
<b>11. Office Subordinate</b>	:	<b>Rs. 6700-20110</b>
No. of posts	:	47
<b>12. Worker (Special Class Employees) (Redeployed from Allwyn)</b>	:	<b>Rs. 6700-20110</b>
No. of posts	:	

It is represented that the duties attached to these categories are technical. Further these persons are governed by eight hour duty shift. It is requested to assign the pay scale of Rs.6900-20680 to these categories. The pay scales applicable to this Group in the successive Pay Revision are as under:

Category	1986	1993	1998	2005	2010
	Rs.				
Messenger	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Watchman	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Sweeper cum Scavenger	740-1150	1375-2375	2550-4550	3850-8600	6700-20110

Category	1986	1993	1998	2005	2010
	Rs.				
Sweeper / Scavenger	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Mali/ Malan	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Motor Van Cleaner (Stationery Wing)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Labour	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Boy	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Mazdoor	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Lascar	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Searcher	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Motor Attendant	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Motor Cleaner	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Worker (Redeployed from Hyderabad Alwen Limited )	740-1150	1425-2525	2550-4550	3850-8600	6700-20110

According to the orders issued in G.O.Ms.No.65, Home, dated.19.3.2001, the post of Searcher is to be filled in by direct recruitment and the qualification is Seventh Class. It is not a promotion post to the Last Grade service as was the contention.

The categories of Cycle Orderly, Cleaner, Watchman, Malan/Mali, Sweeper, Scavenger and Office Subordinate are come under common category. Hence, the Commission assigns a pay scale of Rs.13000-40270, corresponding to Rs.6700-20110 to all these categories on par with other common categories.

Keeping in view of qualifications, duties and responsibilities, the Commission assigns pay scale of Rs.13000-40270, corresponding to Rs.6700-20110 to the remaining other categories.

The following categories having the pay scale of Rs.6900-20680.

- |                                       |   |                       |
|---------------------------------------|---|-----------------------|
| <b>13. Rotary Jogging Machine Man</b> | : | <b>Rs.6900-20680</b>  |
| No. of Posts                          | : | 1                     |
| <b>14. Assistant Roller Moulder</b>   | : | <b>Rs. 6900-20680</b> |
| No. of Posts                          | : | 1                     |
| <b>15. Cycle Repairer</b>             | : | <b>Rs. 6900-20680</b> |
| No. of Posts                          | : | 1                     |
| <b>16. Graining Machine Man</b>       | : | <b>Rs. 6900-20680</b> |
| No. of Posts                          | : | 1                     |

It is requested to assign a pay scale of Rs.7100-21250 to the Rotary Jogging Machine Man, Assistant Roller Moulder and cycle Repairer.

The pay scales of the above categories from time to time are as under:

Category	1986	1993	1998	2005	2010
	Rs.				
Rotary Jogging Machine Man	740-1150	1425-2525	2650-4850	3950-8815	6900-20680

Category	1986	1993	1998	2005	2010
	Rs.				
Assistant Roller Moulder	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Cycle Repairer	740-1150	1375-2375	2550-4550	3850-8600	6900-20680

The category of Rotary Jagging Machine Man is filled by promotion from Rotary Machine Minder one must be literate in English, Telugu and Hindi or Urdu, and one must have ability to handle Rotary and Letter Press Printing Machines both handfed and automatic. The category of Assistant Roller Moulder is filled by direct recruitment, one must be a literate and should be able to operate roller casting machine and cast composition roller printing machine. The category of Cycle Repairer is filled by transfer of Attendants, if no suitable candidate is available by direct recruitment.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.13390-41380, corresponding to Rs.6900-20680 to the above categories.

The following categories are having pay scale of Rs.7100-21250.

<b>17. Cobbler</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	3
<b>18. Roller Moulder</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>19. Assistant Machine Minder (Formerly known as Litho Corrector)</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	
<b>20. Dafedar Searcher</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>21. Head Watch &amp; Ward</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	3
<b>22. Assistant Machine Minder (LP) (including form Carrier)</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	158
<b>23. Turner / Junior Turner (Formerly known as Press Turner)</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>24. Rotary Cutter</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>25. Roller Caster</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>26. Junior Carpenter / Carpenter</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	5
<b>27. Junior Blacksmith</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>28. Chromium Assistant</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	2



<b>29. Wattman</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>30. Machine Attendant</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	18
<b>31. Graining Machine Minder</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	1
<b>32. Counter cum Packer</b>	:	<b>Rs.7100-21250</b>
No. of posts	:	83
<b>33. Tailor</b>	:	<b>Rs.7100-21250</b>
No of posts	:	2
<b>34. Wax Moulder</b>	:	<b>Rs.7100-21250</b>
No of posts	:	1

It is requested to assign a scales of Rs.7520-22430 for Assistant Machine Minder, Counter-cum-Packer, Assistant dispatcher, Junior Fitter, Graining Machine Minder, Machine Attendant, Junior Blacksmith Rotary Cutter, Head Watch & Ward, Junior Carpenter, Dafedar Searcher, Cobbler, Rotary Caster Chromium Assistant, Wattman Turner / Junior Turner.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005	2010
	Rs.				
Grinding Machine Minder	740-1150	1475-2675	2750-5150	4050-9050	7100-21250
Machine Attendant	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Wattman	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Chromium Assistant	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Junior Blacksmith	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Junior Carpenter/ Carpenter	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Roller Caster	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Rotary Cutter	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Head Watch & Ward (incl. Dafedar)	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Dafedar Searcher	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Roller Moulder	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Cobbler	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Counter cum Packer	740-1150	1375-2375	2550-4550	<del>3850-8600</del> 4050-9050*	7100-21250

The post of Junior Blacksmith is filled in by direct recruitment and the prescribed qualification is a pass in 7<sup>th</sup> class with 3 years experience in relevant trade. The post of Offset Machine Attendant including Plate Minder Grade-II, Cobbler and Cleaner is filled by promotion of Attendants and one must have knowledge of working on all kinds of Offset-Machines. The prescribed qualification is passing in 7<sup>th</sup> class and practical experience in Electrical stretching with colour retouching.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.13780-42490, corresponding to Rs.7100-21250 to the above categories.

The following categories having the pay scale of Rs.7520-22430.

<b>35. Dispatcher/Assistant Gazette Distributor/Assistant Dispatcher:</b>	<b>Rs.7520-22430</b>
No. of Posts	22
<b>36. Engraver</b>	<b>Rs.7520-22430</b>
No. of Posts	1
<b>37. Time Keeper</b>	<b>Rs.7520-22430</b>
No. of Posts	11
<b>38. Dresser</b>	<b>Rs.7520-22430</b>
No. of Posts	1
<b>39. Machine Minder</b>	<b>Rs.7520-22430</b>
No. of Posts	80
<b>40. Assistant Offset Mechanic</b>	<b>Rs.7520-22430</b>
No. of Posts	2
<b>41. Electrician</b>	<b>Rs.7520-22430</b>
No. of Posts	3
<b>42. Binder (including Cutter Grade. I and II)</b>	<b>Rs.7520-22430</b>
No. of Posts	446
<b>43. Cutter (Kurnool Press)</b>	<b>Rs.7520-22430</b>
No. of Posts	2
<b>44. Binder-cum-Ruler</b>	<b>Rs.7520-22430</b>
No. of Posts	
<b>45. Metal Caster</b>	<b>Rs.7520-22430</b>
No. of Posts	1
<b>46. Junior Mechanic</b>	<b>Rs.7520-22430</b>
No. of Posts	4
<b>47. Lino/Bar Attendant</b>	<b>Rs.7520-22430</b>
No. of Posts	5
<b>48. Senior Carpenter</b>	<b>Rs.7520-22430</b>
No. of Posts	2
<b>49. Senior Fitter</b>	<b>Rs.7520-22430</b>
No. of Posts	3
<b>50. Senior Blacksmith</b>	<b>Rs.7520-22430</b>
No. of Posts	1
<b>51. Checker (Stationery Wing)</b>	<b>Rs.7520-22430</b>
No. of Posts	3
<b>52. Junior Turner</b>	<b>Rs.7520-22430</b>
No. of Posts	1
<b>53. Junior Machine Minder (Single Colour)</b>	<b>Rs.7520-22430</b>
No. of Posts	6
<b>54. Asst. Machine Minder (Double Colour)</b>	<b>Rs.7520-22430</b>
No. of Posts	6
<b>55. Senior Counter (SP)/Counter Grade - II</b>	<b>Rs.7520-22430</b>
No. of Posts	22

<b>56. Senior Graining Machineman</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	<b>2</b>
<b>57. Gate Officer</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	<b>2</b>
<b>58. Assistant Process Operator (Formerly known as Etcher)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	<b>5</b>
<b>59. Assistant Machine Minder (Double Colour) (Kurnool Press)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	
<b>60. Junior Compositor (Formerly known as Distributer):</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	
<b>61. Assistant Dispatcher</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	<b>17</b>
<b>62. Junior Fitter</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	<b>4</b>
<b>63. Jamedar</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	<b>1</b>

It is represented that the above categories are getting promotion after 15/20 years of services in class IV and Semi-skilled category. Hence, it is requested to assign a pay scale of Rs.8440-24950 to the following categories.

The pay scales of these categories from time to time are as mentioned below:

Category	1986	1993	1999	2005	2010
	Rs.				
Assistant Process Operator (Formerly known as Etcher)	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Gate Officer	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Senior Graining Machine Man		1535-2840	2870-5470	4260-9520	7520-22430
Senior Counter(SP)/ Counter II	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Assistant Machine Minder (Double Colour) (Kurnool Press)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Checker (Stationery Wing)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Senior Blacksmith	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Junior Turner	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Junior Machine Minder	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Assistant Machine Minder (Double Colour)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Senior Counter ( S.P./ Counter Gr.II)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Senior Graining Machine Man	810-1420	1535-2840	2870-5470	4260-9520	7520-22430

Category	1986	1993	1999	2005	2010
	Rs.				
Gate Officer	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Assistant Process Operator	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Assistant Dispatcher	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Junior Fitter	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Senior Carpenter	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Lino/Bar Attendant	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Junior Mechanic	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Metal Caster	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Binder cum Ruler	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Cutter (Kurnool Press)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Binder (including Cutter Gr. I&II)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Electrician	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Assistant Offset Mechanic	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Machine Minder	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Dresser	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Time Keeper	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Engraver	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Dispatcher/Asst. Gazette Distributor/Asst. Dispatcher	810-1420	1535-2840	2870-5470	4260-9520	7520-22430

The post of Assistant Process Operator (formerly known as Etcher) is filled by promotion of Attendant and one must have a pass in Seventh class with practical experience in Electrical Stretching work with colour retouching.

The post of Senior Graining Machine Man is filled by promotion of Graining Machine Man / Attendant and one must be Literate in English and Telugu or Urdu or Hindi and have the ability to maintain and run the Graining Machine with a practical experience of 3 years in Offset Section.

The post of Assistant Machine Minder (DC) including Junior Machine Minder (SC), Asst., and Offset Machine Man is filled in by promotion of Offset Machine Attendant. One must be able to run fully automatic Offset Machines, acquainted with Mechanism and adjustments of various parts of fully automatic machines with practical experience on automatic Offset Machines.

The post of Senior Blacksmith is filled by promotion of Junior Blacksmith. If no qualified person is available by promotion, then it is filled by direct recruitment. The qualification prescribed for both the methods is that one must be Literate in one of the Languages namely viz., Telugu, English or Urdu and a trade certificate in Blacksmith Trade.

The post of Senior Carpenter is filled in by promotion of Junior Carpenter. If no qualified person is available by promotion then it is filled by direct recruitment. The qualification prescribed for both the methods is one must be Literate in one of the Languages namely viz., Telugu, English or Urdu and a trade certificate in Carpentry Trade.

The post of Lino/Bar Attendant is filled in by promotion of Attendant and the prescribed qualification is a pass in 7<sup>th</sup> class with practical knowledge and experience in Linotype or Linotype sections for at least three years.

The post of Metal Caster is filled in by promotion of Attendants and by direct recruitment. A pass in 7<sup>th</sup> class with 2 years practical experience in any recognized or reputed institution is the qualifications prescribed for direct recruitment and it is a pass in 7<sup>th</sup> class for promotion.

The post of Electrician is filled by promotion of Attendants and by direct recruitment. The qualification is a trade Certificate in Electrician Trade for promotion and for direct recruitment it is a trade certificate in Electrician Trade with 3 years experience in wiring.

The post of Dresser is filled by promotion of Attendants and by direct recruitment. The qualification prescribed for promotion is a pass in 7<sup>th</sup> class with experience of 3 years as Attendant in the dispensary attached to the Press and for direct recruitment (1) Minimum General Education Qualification (2) a certificate of passing First aid Course Examination with practical experience of 2 years as Dresser in Hospital and Nursing Home.

The post of Engraver is filled in by direct recruitment, the qualification being (1) Minimum General Education qualification, and (2) three years of experience in the job in a reputed or recognized institutions.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.14600-44870, corresponding to Rs.7520-22430 to the above categories.

The following categories having the pay scale of Rs.7740-23040.

<b>64. Shroff</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	3
<b>65. Record Assistant</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	6
<b>66. Roneo Operator</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	2
<b>67. Copy Holder</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	22
<b>68. Compositor</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	62

It is requested to assign a pay scale of Rs.8440-24950 to the category of Copy Holder, Compositor.

Category	1986	1993	1999	2005	2010
	Rs.				
Copyholder	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Compositor	860-1470	1595-3020	2990-5810	4370-9775	7740-23040

The post of Copy Holder is filled by direct recruitment and by promotion from Attendant. The qualification for direct recruitment is a pass in Intermediate with two years experience as Copy Holder or Proof Reader in a reputed or recognized printing or publishing firm is prescribed for direct recruitment. The qualification for promotion is a pass in 10th class.

The post of Compositor is filled by promotion from the category of Attendants. The qualification prescribed is pass in 7<sup>th</sup> class and possession of a setting speed of average of 800 corrected as per hour including distribution and have practical experience of distributing type matter and ability to distinguish typefaces and type materials and with three years experience in the section.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.15030-46060, corresponding to Rs.7740-23040 to the above categories.

The following categories having the pay scale of Rs.7960-23650.

<b>69. Job Clerk</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	12
<b>70. Senior Indenting Clerk</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	1
<b>71. Junior Indenting Clerk</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	4
<b>72. Progress Checker</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	5
<b>73. Warehouseman</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	22
<b>74. Caretaker</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	2
<b>75. Examiner (Secretariat Press)</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	10
<b>76. E.T.S. Operator</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	6
<b>77. Driver L.V (CC)</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	3

It is requested to assign a pay scale of Rs.9200-27000 to these categories and Rs.10020-29200 for E.T.S Operator.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005	2010
	Rs.				
ETS Operator	810-1420	1535-2840	3130-6150	4595-10285	7960-23650
Examiner (Secretariat Press)	860-1470	1595-3020	3130-6150	4595-10285	7960-23650
Caretaker	810-1420	1665-3200	3130-6150	4595-10285	7960-23650
Warehouseman	860-1470	1665-3200	3130-6150	4595-10285	7960-23650

Category	1986	1993	1999	2005	2010
	Rs.				
Progress Checker	860-1470	1665-3200	3130-6150	4595-10285	7960-23650
Junior Indenting Clerk	860-1470	1665-3200	3130-6150	4595-10285	7960-23650
Senior Indenting Clerk	810-1420	1665-3200	3130-6150	4595-10285	7960-23650
Job Clerk	810-1420	1665-3200	3130-6150	4595-10285	7960-23650

The post of Job Clerk including Indenting Clerk Progress Checker and Treasury Clerk is filled in by direct recruitment and by promotion of Attendants.

The qualification prescribed for direct recruitment is Minimum General Educational qualification.

In respect of ETS Operators, it is represented that that the E.T.S. Operators in A.P. Leg. Assembly Press, Hyd., were appointed in the year 1994 as part of modernization of Govt. Printing Dept. As per the policy decision of the Govt., the Hot Metal Unit Viz., Hand composing, Mono Key Board, Mono Casting and Lino Type Setting units were closed and Electronic Type Setting was introduced with sophisticated D.T.P. Setting on Computers. There are six E.T.S. Operators. Thus they are less in number. They do not have any further promotional chances.

E.T.S. Operator qualification is Minimum Educational qualification of S.S.C. and a pass by the lower grade in typewriting English and knowledge of Telugu Typewriting. The section was formed vide G.O.Ms.No.260, in the year 2003. They are requesting a higher pay scale of Rs.10020-29200.

Considering the qualifications, duties and responsibilities, the Commission recommends a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650 to the above categories except E.T.S. Operator. As regards, E.T.S. Operator, the Commission recommends a pay scale of Rs.16400-49870, corresponding to Rs.8440-24950 to this category, on account of the qualifications of SSC with a pass in Telugu/ English by lower grade and its duties and responsibilities, thus improved by one stage.

The following categories having the pay scale of Rs.8440-24950.

<b>78. Junior Assistant</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	85
<b>79. Typist</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	16
<b>80. L.D Steno</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	01
<b>81. Telephone Operator</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	01
<b>82. Zareeda Distributor</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	01

<b>83. Assistant Store Keeper (Formerly known as Store Clerk)</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	10
<b>84. Dispatching Clerk</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	8
<b>85. Typographer (formerly known as Tracer-cum-Artist)</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	1
<b>86. Assistant Cameraman</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	1
<b>87. Comptometer Assistant</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	
<b>88. Junior Typewriter Mechanic</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	2
<b>89. Constable</b>	:	<b>Rs.8440-24950</b>
No. of Posts	:	32

It is requested to assign a pay scale of Rs.9460-27700 to these categories.

The pay scale of these categories in the earlier Pay Revisions is as indicated below:

Category	1986	1993	1999	2005	2010
	Rs.				
Junior Typewriter Mechanic	910-1625	1665-3200	3290-6550	4825-10845	8440-24950
Comptometer Assistant	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Assistant Cameraman	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Typographer (formerly known as Tracer cum Artist)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Zareeda Distributor	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Assistant Store Keeper (Formerly known as Store Clerk)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Dispatching Clerk	910-1625	1745-3420	3290-6550	4825-10845	8440-24950

The post of Type Writer Mechanic is filled by promotion of Junior Type writer Mechanic. The post of Assistant Cameraman is filled by direct recruitment; one must possess minimum General Education qualifications. The post of Typographer is filled by direct recruitment one must possess a minimum General Education qualifications. The Assistant Store Keeper is filled by promotion of Warehouseman, one must pass in SSC and should have experience has a Warehouseman at least 3 Years. The post is Dispatching Clerk is filled by promotion of Dispatcher one must have passed 7<sup>th</sup> class.

Considering the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.16400-49870, corresponding to Rs.8440-24950 to the above categories.



The following categories are having the pay scale of Rs.9200-27000.

<b>90. Senior Compositor</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	133
<b>91. Junior Reader</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	59
<b>92. Mono Caster</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	35
<b>93. Senior Machine Minder</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	62
<b>94. Junior Process Operator</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	1
<b>95. Senior Mechanic (Formerly known as Senior Turner)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	3
<b>96. Senior Mechanic (Formerly known as Turner) / Offset Mechanic</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	2
<b>97. Senior Mechanic (Formerly Known as Offset Mechanic)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	1
<b>98. Welder</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	2
<b>99. Rota Print Operator</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	2
<b>100. Senior Binder (Formerly Selection Grade Binder)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	29
<b>101. Plate Printer (Grade-I&amp;II)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	7
<b>102. Assistant Rotary Machine Man</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	1
<b>103. Rotary Stereo Caster</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	1
<b>104. Senior Machine Minder (Single Colour)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	12
<b>105. Junior Machine Minder (Double Colour)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	1
<b>106. Senior Machine Minder (Single Colour) (Kurnool Press)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>107. Driver (H.V) (CC)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	4

It is requested to assign a pay scale of Rs.10020-29200 to these categories.

The pay scale of these categories from time to time as indicated below:

Category	1986	1993	1999	2005	2010
	Rs.				
Junior Machine Minder (Double Colour)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Senior Machine Minder (Single Colour)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Rotary Stereo Caster	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Assistant Rotary Machine man	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Plate Printer (Grade I&II)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Senior Binder (formerly known as Offset Mechanic)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Senior Mechanic (Formerly known as Turner)/Offset Mechanic	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Senior Mechanic (Formerly known as Senior Turner)	950-1670	--	3550-7150	5200-11755	9200-27000
Junior Process Operator	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Senior Machine Minder	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Mono Caster	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Senior Compositor	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Junior Reader	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Welder	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Rota Print Operator	950-1670	1875-3750	3550-7150	5200-11755	9200-27000

Junior Reader have the Highest Educational Qualifications among other Technical Categories Employees. The qualification by direct recruitment is Intermediate & for promotion is SSC. Duties of Junior Reader are editing work, house of style, grammatical spelling use of capital punctuation and Division of words.

The post of Senior Machine Minder (SC) including Junior Machine Minder (DC) and formerly designated as Offset Machine Minder and Rota Print Operator is filled by promotion of Assistant Machine Minder (DC) including Junior Machine Minder (SC) and the qualifications prescribed are (i) Must be able to run fully automatic offset machines independently with an average prescribed output, (ii) Must be acquainted with the mechanism and adjustments of various parts of fully automatic machines and (iii) Must have practical experience on automatic Offset Machines.

The post of Rotary Stereo Caster is filled in by promotion of Assistant Process Operator (formerly known as Etcher, Chromium Assistant and Wax Moulder). The qualifications are Literate in English, Telugu or Hindi or Urdu,

knowledge of the Printing Metal of various temperature and Pressures, ability to handle and maintain Stereo Casting Plates both fault and curved.

The post of Senior Binder is filled by promotion of Binder and one must be literate in English, Telugu, Hindi or Urdu.

The post of Welder is filled in by direct recruitment the prescribed qualification is a pass in 7<sup>th</sup> class and able to carry out Gas and Electrical welding with 3 years experience in a reputed recognized institutions.

The post of Senior Mechanic (formerly known as Offset Mechanic including Senior Turner) is filled in by Mechanic including Assistant Offset Mechanic, Senior Fitter and Junior Turner. The prescribed qualification is a trade certificate in Mechanic Trade and ability to repair printing and binding machines.

The post of Junior Process Operator is filled in by promotion of Assistant Process Operator (formerly known as Etcher, Chromium Assistant and Wax Moulder). The qualifications prescribed are (i) Must have passed 7<sup>th</sup> Class examination; (ii) Must have at least three (3) years experience in the section and must have ability to make line and halftone negatives with wet and dry plates of films and have knowledge of chemicals used; (iii) Must be capable of producing first class chromium faces stereos; (iv) Must have ability to prepare various chemical solutions for electroplating and must be able to judge the deposit on the plates; and Must have ability to maintain and run electro-plating plant and have working knowledge of all operations involved in the making of chromium and nickel on copper faced plates.

The post of Senior Machine Minder including Rotary Machine Minder is filled in by promotion of Machine Minder; the qualifications prescribed are (i) Must be literate; (ii) Must have ability to handle independently letter press printing machines both handfed and automatic and (iii) Must be able to make ready single and multi-colour printing of various kinds of forms, letter press process blocks.

The post of Mono Caster is filled in by promotion of Stores Metal Caster/Compositor. The qualification is working knowledge of Mono Type Casting Machine and ability to change mould and materials and cost and spools on the machine and make simple adjustments for casting type rules etc.

Considering the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.17890-53950, corresponding to Rs.9200-27000 to the above categories.

The following categories are having pay scale of Rs.9460-27700.

<b>108. Senior Dispatching Clerk</b>	<b>:</b>	<b>Rs.9460-27700</b>
No. of posts	:	2

<b>109. Senior Electrician</b>	:	<b>Rs.9460-27700</b>
No. of posts	:	4
<b>110. Senior Mechanic</b>	:	<b>Rs.9460-27700</b>
No. of posts	:	5
<b>111. Computer (Including Estimator/ Task Writer)</b>	:	<b>Rs.9460-27700</b>
No. of posts	:	31
<b>112. Rota Print Mechanic</b>	:	<b>Rs.9460-27700</b>
No. of posts	:	1
<b>113. Assistant Artist</b>	:	<b>Rs.9460-27700</b>
No. of posts	:	4
<b>114. Assistant Artist &amp; Calligraphist</b>	:	<b>Rs.9460-27700</b>
No. of posts	:	1
<b>115. Senior Machine Minder (Double Colour)</b>	:	<b>Rs.9460-27700</b>
No. of posts	:	8
<b>116. Senior Machine Minder (Double Colour) (Kurnool Press)</b>	:	<b>Rs.9460-27700</b>
No. of posts	:	

It is requested to assign a pay scale of Rs.10900-31550 to these categories.

The pay scales of these categories in the earlier Pay Revisions are as indicated below:

Category	1986	1993	1999	2005	2010
	Rs.				
Senior Machine Minder (Double Colour) (Kurnool Press)	950-1670	1975-4010	3750-7650	5470-12385	9460-27700
Senior Machine Minder (Double Colour)	950-1670	1975-4010	3750-7650	5470-12385	9460-27700
Assistant Artist and Calligraphist	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700
Assistant Artist	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700
Rota Print Mechanic	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700
Computer(including Estimator/ Task writer)	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700
Senior Mechanic	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700
Senior Electrician	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700
Senior Dispatching Clerk	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700

The post Senior Machine Minder is filled by promotion of Junior Machine Minder and one must be able to operate and maintain all kinds of fully automatic offset machines and train personnel on them. The post of Senior Mechanic is filled by promotion of Mechanic including offset Mechanic. One must possess a trade certificate in Mechanic Trade issued by any ITI in the State. The post of Senior Electrician is filled by the promotion of Electrician.

One must possess a trade certificate Electrician Trade issued by any ITI in the State.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.18400-55410, corresponding to Rs.9460-27700 to the above categories.

The following categories are having the pay scale of Rs.10020-29200.

<b>117. Booking Clerk</b>	:	<b>Rs.10020-29200</b>
No. of posts	:	1
<b>118. Junior Manager (Order Section) (Formerly known as Asst. Technical Manager)</b>	:	<b>Rs.10020-29200</b>
No. of posts	:	2
<b>119. Transcriber (including Vary Typist and Artist &amp; Calligraphist)</b>	:	<b>Rs.10020-29200</b>
No. of posts	:	1
<b>120. Inter/Lino Type Operator</b>	:	<b>Rs.10020-29200</b>
No. of posts	:	10
<b>121. Ludlow Operator</b>	:	<b>Rs.10020-29200</b>
No. of posts	:	2
<b>122. Mono Operator</b>	:	<b>Rs.10020-29200</b>
No. of posts	:	10
<b>123. Junior Store Keeper</b>	:	<b>Rs.10020-29200</b>
No. of posts	:	2
<b>124. Type Store Keeper</b>	:	<b>Rs.10020-29200</b>
No. of posts	:	1
<b>125. Offset Cameraman/ Cameraman</b>	:	<b>Rs.10020-29200</b>
No. of Posts	:	2
<b>126. Artist</b>	:	<b>Rs.10020-29200</b>
No. of Posts	:	3
<b>127. Artist (Commercial)</b>	:	<b>Rs.10020-29200</b>
No. of Posts	:	
<b>128. Supervisor (Redeployed Employee Hyderabad Allwyn limited)</b>	:	<b>Rs.10020-29200</b>
No. of Posts	:	

It is requested to assign a pay scale of Rs.10900-31550 to these categories.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005	2010
	Rs.				
Artist Commercial)	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Artist	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200

Category	1986	1993	1999	2005	2010
	Rs.				
Offset Cameraman/ Cameraman	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Type Store keeper	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Junior Store Keeper	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Mono Operator	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Ludlow Operator	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Inter/ Line Operator	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Transcriber (including Vary Typist and Artist and Calligraphist)	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Junior Manager (Order Section) (formerly known as Assistant Technical Manager)	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200
Booking Clerk	1050-1945	2075-4270	3950-8150	5750-13030	10020-29200

The post of Booking Clerk is to be filled in by promotion from the category of Senior Dispatching Clerk and the qualification is a pass in SSC with three years experience.

The post of Junior Manager (formerly designated as Assistant Technical Manager) is to be filled in by promotion from Job Clerk and the qualification is pass in SSC with three years experience.

The post of Transcriber (including Vary Typist and Artist and Calligrapher) is to be filled in by promotion from Assistant Artist and Calligraphist and by direct recruitment. The qualification for promotion is minimum general educational qualification and good handwriting in English, Telugu and Urdu. The qualification for promotion are minimum general educational qualifications, Diploma in Drawing awarded by the Andhra Pradesh Technical Educational Board, good handwriting in English, Telugu and Urdu and three years experience in drawing.

The post of Inter/ Lino Type Operator is filled by promotion from Senior Compositor. The qualification for promotion is that one must have an out turn of 4,500 corrected words per hour in English and 4000 corrected words in Telugu and have a good working knowledge of Intertype / Linotype machines and should be in a position to make minor adjustments so as to run the machines to the given size.

The post of Ludlow Operator is filled in by promotion from Senior Compositor. The qualification for promotion is one must have thorough knowledge of various typefaces and the knowledge of operating and mechanism of Ludlow Machine.

The post of Mono Operator is filled by promotion from Senior Compositor and by direct recruitment. The qualification for promotion is one

must have passed 7<sup>th</sup> Class examination and must have an average setting speed of minimum 5000 corrected words in English and 4000 corrected words in languages, must be fully conversant with correct fingering of the Key Board. He must have the theoretical and practical knowledge of Key Board Mechanism and complete knowledge of the layout of the characters of the fount in the Matrix cases of the casting machines and the set of the fount which will decide the key measure of the line and work out the units for columns of statements and must have knowledge of English and Telugu or Hindi. For direct recruitment, the qualifications are the same as per promotion except that qualification is minimum general educational qualification instead of the passing 7<sup>th</sup> class examination.

The post of Junior Store Keeper is filled by promotion from Asst. Store Keeper. The qualification for promotion is a pass in SSC or equivalent examination and practical experience of at least three years in stores as a Asst. Stores Keeper (formerly Store Clerk).

The post of Type Store Keeper is filled by promotion from Senior Compositor. The qualification for promotion is one must have thoroughly knowledge of typesets in English, Telugu, Hindi and Urdu.

The post of Offset Cameraman is filled by promotion from Asst. Cameraman. The qualification for promotion is one must have practical experience of exposing and developing of wet and dry plates, cut films and should be able to carry out colour separation from Artist's originals as well as colour transparencies and should have thorough knowledge of optics, filters making reverse process etc., and must have practical experience in Camera Section of Offset and Block Making Work and must have passed 10<sup>th</sup> Class examination or its equivalent examination.

The post of Artist and Artist (Commercial) is filled by Asst. Artist & Calligraphist. The qualification for promotion for both the posts (i) one must have passed 10<sup>th</sup> examination or its equivalent examination. (ii) Must possess a Diploma or a Certification in Higher Grade from any recognized institute in Drawing. (iii) Must be able to retouch negatives, positives both halftone and line. (iv) Must be well acquainted with colour schemes, colour separation work and cameras. (v) Must be able to prepare all kinds of masks, for colour work and opaque and maintain densitometers.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.19500-58330, corresponding to Rs.10020-29200 to the above categories.

The following categories are having the pay scale of Rs.10900-31550.

<b>129. Assistant Manager (Dispatch)</b>		
<b>(Formerly Known as Manager</b>		
<b>(General Dispatch))</b>	<b>:</b>	<b>Rs.10900-31550</b>
No. of posts	<b>:</b>	<b>1</b>

<b>130. Assistant Manager (Dispatch)</b>		
<b>(Formerly known as Head Dispatcher)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	2
<b>131. Additional Assistant Material Manager (Formerly known as Senior Store Keeper)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	2
<b>132. Senior Reader</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	21
<b>133. Process Cameraman</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	1
<b>134. U.D Cashier/Cashier</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	3
<b>135. Head Accountant</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	1
<b>136. Assistant Store Keeper</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	2
<b>137. Head Computer</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	9
<b>138. U.D. Accountant</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	1
<b>139. Junior Manager (Formerly Known as Deputy Foreman)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	45
<b>140. Inter/Lino Type Mechanic</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	1
<b>141. Mono Mechanic</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	4
<b>142. Junior Manager (Formerly known as Mono Key Board Mechanic)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	1
<b>143. Typewriter Mechanic</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	1
<b>144. Upper Division Steno</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	1
<b>145. Senior Assistant</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	58
<b>146. Pharmacist Gr.II</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	3

It is requested to assign a pay scale of Rs.12550-35800 to these categories.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005	2010
	Rs.				
Typewriter Mechanic	1010-1800	2075-4270	4190-8700	6195-14175	10900-31550



Category	1986	1993	1999	2005	2010
	Rs.				
Junior Manager (formerly known as Mono Key Board Mechanic)	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Inter/Lino Type Mechanic	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Junior Manager (Formerly known as Deputy Foreman)	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Process Cameraman	1050-1945	2195-4560	4190-8700	6195-14175	10900-31550
Senior Reader	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Head Computer	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Assistant Storekeeper	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Additional Assistant Material Manager (Formerly known as Senior Store Keeper)	1150-2110	2195-4560	4190-8700	6195-14175	10900-31550
Assistant Manager (Dispatch) (Formerly known as Head Dispatcher)	1150-2110	2195-4560	4190-8700	6195-14175	10900-31550
Assistant Manager (Dispatch) (Formerly known as Manager (General Dispatch))	1150-2110	2195-4560	4190-8700	6195-14175	10900-31550

The post of Assistant Manager Dispatch, (formerly Manager) (Dispatch) including Manager (Gazette Distribution and Head Dispatcher), Kurnool is filled by promotion from Senior Dispatching Clerk /Booking Clerk. If no suitable candidate is available then the post is filled in by direct recruitment. The qualification is SSC with three years experience as Senior Dispatching Clerk or experience of one year as Booking Clerk. The qualification for direct recruitment is SSC and three years experience in any reputed firm.

The post of Additional Assistant Materials Manager (formerly Senior Stores Keeper) is filled by promotion from the category of Junior Store Keeper. The qualification is SSC or equivalent, thorough knowledge of materials used in printing press and stores accounting and three years experience as Junior Store Keeper.

The post of Senior Reader is filled by promotion from the category of Junior Reader and the qualification is minimum general educational qualification.

The post of Process Cameraman is filled by promotion from the category of Junior Process Operator, Assistant Cameraman, Rotary Stereo Caster. If no qualified person is available for promotion, then the post is filled in by direct recruitment. The qualification for promotion is a pass in Seventh class, three years practical experience as Assistant Cameraman in any reputed/ recognized institution and good knowledge of handing different types of cameras expose and development line and halftone negatives with wet and dry plates of films and knowledge of Chemicals used.

The post of Junior Manager (formerly known as Deputy Foreman) is filled in by direct recruitment and promotion from Senior Compositor, Senior Machine Minder (LP), Senior Binder, Binder and Senior Machine Minder (S.C) with necessary experience etc. The qualification for direct recruitment is minimum general educational qualification and a Diploma in printing technology with two years experience as a supervisor in any reputed and recognized Institution. The qualification for promotion is a pass in Seventh Class with five years experience in that section.

The post of Inter/Lino Type Mechanic is filled by promotion from the category of Inter Lino Operator and the qualification is adequate knowledge of mechanism of Intertype and Lino Type Mechanism.

The post of Mono Mechanic is filled by promotion from Mono Caster. The qualification is adequate knowledge of Mono Key Board Mechanism and Mono type casting mechanism.

The post of Junior Manager (Formerly known as Mono Key Board Mechanic) is filled by promotion from the category of Mono Operator. The qualification is possession of adequate knowledge in Mono Key Board.

The post of Typewriter Mechanic is filled by promotion from Junior Typewriting Mechanic. The qualification is Minimum General Educational qualification and a certificate in Mechanical Engineering issued by recognized Institute with practical experience of five years in the repairs Typewriters and Duplicators.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.21230-63010, corresponding to Rs.10900-31550 to the above categories.

**147. Chief Printer (Kurnool Press) : Rs.11530-33200**  
 No. of Posts : 3

It is requested to assign a pay scale of Rs.12550-35800 to the above category.

The post is filled by promotion from Senior Machine Minder (DC) and the qualifications prescribed is ability to operate and maintain all kinds of fully automatic offset machines and train personnel on them. The pay scale of the Chief Printer (Kurnool Press) of this department from time to time as indicated below:

Category	1986	1993	1999	2005	2010
	Rs.				
Chief Printer (Kurnool Press)	1230-2330	2315-4880	4430-9300	6505-15025	11530-33200

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.22460-66330, corresponding to Rs.11530-33200 to the above category.

The following categories are having pay scale of Rs.12550-35800

<b>148. Chief Designer</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	1
<b>149. Chief Computer/Estimator</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	1
<b>150. Chief Time Keeper</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	1
<b>151. Assistant Manager (Mechanical) (Formerly known as Mechanical Supervisor)</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	1
<b>152. Assistant Material Manager (Formerly known as Superintendent (Stores) (G.C.P., Hyderabad)</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	1
<b>153. Motor Mechanic-cum- Foreman</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	1

It is requested to assign a pay scale of Rs.13660-38570 to these categories and to assign to Assistant Manager (Mechanical) (formerly known as Mechanical Supervisor) and Assistant Material Manager (formerly known as Superintendent (Stores) (G.C.P., Hyderabad) the pay scale of Rs.14860-39540.

The pay scales of these categories from time to time are as indicated below:

Category	1986	1993	1999	2005	2010
	Rs.				
Motor Mechanic cum Foreman	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800
Assistant Material Manager (Mechanical) (Formerly known as Superintendent Stores) GCP Hyd	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800
Chief Time Keeper	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800
Chief Computer/Estimator	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800
Chief Designer	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800
Assistant Manager (Mechanical) (Formerly known as Mechanical Supervisor)	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800

The post of Chief Time Keeper is filled by promotion from Time Keeper. The qualification prescribed is H.S.C. or equivalent examination.

The post of Motor Mechanic-cum-Foreman is filled by promotion of Driver (HV). If no qualified driver is available, appointment is made by direct recruitment, the qualification being possessing certificate in Motor Mechanic Trade.

The post of Assistant Material Manager (Formerly known as Superintendent (Stores) (G.C.P., Hyderabad) is filled by promotion from the category of Additional Assistant Material Manager (formerly known as Senior Store Keeper). The qualification is a pass in SSC, thorough knowledge of various materials used in Printing Press and Stores Accounting with practical experience of 3 years as Additional Assistant Material Manager (formerly known as Senior Store Keeper).

The post of Assistant Manager (Mechanical) is filled by promotion of Senior Mechanic including Rota Print, Offset Mechanic or Senior Turner or by Direct Recruitment. The qualification for both the methods, a Diploma in Mechanical Engineering with 3 years experience of Workshop and Power house of reputed institution or in the Government Press.

The post of Chief Computer and Estimator (formerly known as Chief Computer) is filled by promotion of Head Computer/ Head Estimator and by direct recruitment. For promotion, a pass in S.S.C., with 5 years experience in the Computing Section as Head Computer or Head Estimator and for direct recruitment a pass in S.S.C., with a diploma in printing technology with 3 years experience in large printing concern as Computer/ Estimator is the requirement. The post of Chief Designer and Chief Artist is filled by promotion of Artist and Calligraphist /Transcribers and Engraver. The qualification is a minimum general education qualification.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.25140-73270, corresponding to Rs.12910-36700 to the above categories, thus improved by one stage.

The following categories are having the pay scale of Rs.13660-38570 in the department.

<b>154. Chief Printer (Text Book Press) :</b>	<b>Rs.13660-38570</b>
No. of posts :	
<b>155. Assistant Manager (Formerly Known as Foreman) :</b>	<b>Rs.13660-38570</b>
No. of posts :	30
<b>156. Assistant Manager (Electrical) (Formerly known as Electrical Supervisor) :</b>	<b>Rs.13660-38570</b>
No. of posts :	1
<b>157. Assistant Manager (Order Section) (Formerly known as Technical Manager) :</b>	<b>Rs.13660-38570</b>
No. of posts :	1

- 158. Assistant Manager (Reading) :Rs.13660-38570**  
**(Formerly known as Head Reader)**  
 No. of posts : 6
- 159. Assistant Manager (Mechanical Composing) (Formerly known as Mechanical Composing Supervisor) :Rs.13660-38570**  
 No. of posts : 1

It is requested to assign a pay scale of Rs.14860-39540 to these categories.

The pay scale of these categories from time to time is as indicated below:

Category	1993	1999	2005	2010
	Rs.			
Assistant Manager (Reading) (Formerly known as Head Reader)	1330-2630	2600-5580	7770-18575	13660-38540
Assistant Manager (Order Section) (Formerly known as Technical Manager)	1050-1945	2600-5580	7770-18575	13660-38540
Assistant Manager (Electrical) (Formerly known as Electrical Supervisor)	1330-2630	2600-5580	7770-18575	13660-38540
Assistant Manager (Formerly known as Foreman)	1330-2630	2600-5580	7770-18575	13660-38540

It is represented that all the Assistant Managers (formerly known as Foreman) are Diploma Holders in Printing Technology. The Assistant Manager post is a supervisory post. He reports to the Manager (Works) and responsible for the timely delivery of all the works entrusted. He plans and executes the works as per time schedule. He allots work to the men and allots Machine. He coordinates the officers and the union leaders/workers. There is acute shortage of Assistant Managers and there is considerable pressure of work. There is wide gap between the pay scales of the Manager (Works) Assistant Manager respectively. One request is to equate these posts with the Assistant Engineer in the Engineering Departments. It is also requested to assign a DA merged pay scale of Rs.17030-32470.

The post of Asst. Manager is filled by promotion from Chief Printer, Junior Manager (formerly known as Deputy Foreman). The qualification prescribed for promotion from Junior Manager (formerly known as Deputy Foreman) is minimum general educational qualification and Diploma in Printing Technology with three years experience as Junior Manager or a pass in seventh class and five years experience as Junior Manager with GTE certificate/ten years experience as Junior Manager without GTE Certificate. The qualification for promotion from Chief Printer is minimum general educational qualifications with Diploma in Printing Technology and five years experience as Chief Printer.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns the pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 to the above categories, thus improved by one stage.

The following categories are having the different pay scales in department.

<b>160. Store Keeper</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	3
<b>161. Accountant (Store Purchase)</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	1
<b>162. Superintendent</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	25
<b>163. S.C. Steno</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	1
<b>164. Accounts Officer</b>	:	<b>Rs.19050-45850</b>
No. of posts	:	1

No representations have been received by the Commission. However, the posts of Store Keeper, Accountant, Superintendent, S.C. Steno and Accounts Officer are covered under common categories. Hence, the Commission assigns a pay scale of Rs.28940-78910 to the categories of Store Keeper, Accountant, Superintendent and S.C. Steno corresponding to Rs.14860-39540 on par with common categories in other departments and Rs.40270-93780, corresponding to Rs.20680-46960 to the category of Accounts Officer on par with Accounts Officer in Director of Treasuries and Accounts, thus improved by one stage.

<b>165. Assistant Director (Stores Purchase)</b>	:	<b>Rs.16150-42590</b>
No. of posts	:	1
<b>166. Assistant Director (Stationery)</b>	:	<b>Rs.16150-42590</b>
No. of posts	:	1
<b>167. Assistant Director (Administration)</b>	:	<b>Rs.16150-42590</b>
No. of posts	:	1

The post of Assistant Director (Stores/Stationary/Administration) is filled by direct recruitment or by transfer from the category of Superintendent. The qualification for direct recruitment is a degree in Arts or Science of any University. Keeping in view of the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.35120-87130, to this category corresponding to Rs.18030-43630, thus improved by one stage.

<b>168. Manager (Works) (Formerly known as Assistant Director) (Technical)</b>	:	<b>Rs.18030-43630</b>
No. of posts	:	9

**169. Deputy General Manager (Works) (Formerly known as Deputy Director) (Technical)** : **Rs.21820-48160**  
 No. of posts : **2**

No representation.

As per service rules, the post of Manager (works) is filled by direct recruitment or by transfer from Forman or Chief Computer or Head Reader. The category of Deputy General Manager (works) is filled by direct recruitment or by transfer from the category of Manager (works). For direct recruitment a degree in Arts or Science with diploma in Printing Technology and also practical experience is required. Considering the qualifications, duties and responsibilities, the Commission assigns the following pay scales to the above categories.

Manager (works) : Rs.37100-91450, corresponding to Rs.19050-45850 (one stage improvement)  
 Deputy General Manager (works) : Rs.46060-98440, corresponding to Rs.23650-49360 (one stage improvement)

**170. Additional Director** : **Rs.29200-53060**  
 No. of posts : **1**

No representation.

The post of Additional Director is filled by promotion from the category of Deputy General Manager (works). Keeping in view of the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.56870-105810, to this category corresponding to Rs.29200-53060.

## **22(e) JUDICIAL DEPARTMENT**

- 1. Office Subordinate /Chowkidar : Rs.6700-20110**  
**Dalayat/ Mutchi/Guard/**  
**Sub Jail Warden**  
No. of posts : 2927

The Association requested to recommend for better scale to the above posts.

As per G.O.Ms.No.50, Law (LA&J-Home-Courts-D) Department, dt:23-4-2009, no enhancement of scale was recommended to the above categories. As per A.P. Judicial Ministerial Service Rules, this post along with Jamedar forms feeder category to the post of Process Server.

These categories are governed by A.P. Last Grade Service Rules, one must have passed 8<sup>th</sup> class and are covered in Common Categories. The above categories have been assigned pay scales of Rs.290-425, Rs.740-1150, Rs.1375-2375, Rs.2550-4550, Rs.3850-8600, Rs.6700-20110 in 1978, 1986, 1993, 1999, 2005 & 2010 revisions on par with Office Sub-Ordinate under common Category.

The Commission assigns a pay scale of Rs.13000-40270, corresponding to Rs.6700-20110 on par with Office Subordinate under common category.

- 2. Jamedar : Rs.7520-22430**  
No. of posts :

The Association has requested for better scale to this post.

As per G.O.Ms.No.50, Law (LA&J-Home-Courts-D) Department, dt:23-4-2009, no enhancement of scale was recommended to this category. This post along with Attender forms feeder category to the post of Process Server.

This category is governed by A.P. Last Grade Service Rules. The category is filled by promotion of Office Sub-ordinate and one must have passed 8<sup>th</sup> class and must be able to ride a bicycle and is covered in Common Categories.

The Commission assigns a pay scale of Rs.14600-44870, corresponding to Rs.7520-22430 on par with Jamedar under Common Category.

- 3. Lift Operator/ Shroff/ : Rs.7740-23040**  
**Roneo Operator : Rs.7740-23040**  
No. of posts : 05

The Association requested for better scale to these categories i.e., one stage above the same category in other departments.



As per G.O.Ms.No.50, Law (LA&J-Home-Courts-D) Department, dt:23-4-2009, no enhancement of scale was recommended to these categories.

As per the A.P. General Subordinate Service Rules, the post of Lift Operator is filled by transfer of Attenders and if the qualified is not available, then by direct recruitment. One must have studied upto 10<sup>th</sup> class and to possess a wireman certificate. The category of Shroff is filled by transfer of Record Assistant/Roneo Operator/Xerox Operator/Lift Operator. This category of Roneo Operator is filled by transfer of Record Assistant and also by transfer of Attenders. If no candidate is available by the above methods, then by direct recruitment, one must have passed 10<sup>th</sup> Class.

The Commission assigns a pay scale of Rs.15030-46060, corresponding to Rs.7740-23040 to the categories of Lift Operator and Roneo Operator and assigns a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650 to the category of Shroff, thus improved by one stage.

<b>4. Record Assistant</b>	<b>:</b>	<b>Rs.7740-23040</b>
No. of posts	:	574

It is stated that this category stood superior to the post of Process Server assigned a higher pay scale of Rs.2870-5470 in 1999 revision, whereas Process Server was in the pay scale of Rs.2550-4550. The pay scale of Process Server was enhanced to Rs.3130-6150, but the pay scale of Record Assistant remained at Rs.2870-5470. This category was allowed lower pay scales of Rs.4260-9520 and Rs.7740-23040 in 2005 and 2010 revisions, whereas Process Server was assigned higher pay scales of Rs.4595-10285 and Rs.7960-23650. Hence, request is for better pay scale.

This post is governed by A.P. General Subordinate Service Rules and is covered under common categories. The post is filled in by transfer of a person from A.P., Last Grade Services in the concerned unit in the department who are having with SSC and also by transfer of Roneo Operator. As per G.O.Ms.No.50, Law (LA&J-Home-Courts-D) Department, dated.23-4-2009, no enhancement of scale was recommended for this category. PRC 2010 assigned the pay scale of Rs.7740-23040 Roneo Operator/Duplicator Operator/Xerox Operator under common category.

Hence, the commission recommends the pay scale of Rs.15030-46060, corresponding to Rs.7740-23040 on par with other common category posts i.e., Roneo Operator/Duplicator Operator/Xerox Operator.

<b>5. Driver (LV)</b>	<b>:</b>	<b>Rs.7960-23650</b>
No. of posts	:	148

It is represented for better scale to the post of Driver without comparing with similar categories of other departments.

The above category was assigned pay scales of Rs.410-625, Rs.810-1420, Rs.1595-3020, Rs.2990-5810 and Rs.4370-9775 in 1978, 1986, 1993, 1999 and 2005 revisions. Based on the recommendations of One Man Committee, the same has been enhanced to Rs.4595-10285. As per G.O.Ms.No.50, Law (LA&J-Home-Courts-D) Department, dt:23-4-2009, no enhancement of scale was recommended for this category. In 2010 revision, the pay scale of Rs.7960-23650 was assigned on par with Drivers under common category.

This category comes under A.P. General Subordinate Service Rules. This category is filled by transfer of Motor Cycle Mechanic or Auto Rickshaw Driver or Driver (L.V) and one must be able to read and write Telugu or Urdu or English and must possess Light Motor Vehicle with practical experience for a period of not less than 3 years with endorsement to drive Motor Cycle and Auto-rickshaw.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650.

<b>6. Examiner (formerly known as Examiner &amp; Reader)</b>	:	<b>Rs.7960-23650</b>
No. of posts	:	458
<b>Copyist</b>	:	<b>Rs.7960-23650</b>
No. of Posts	:	706

The association requested for better scale of pay to these posts without comparing with the other departments.

As per service rules, issued in G.O.Ms.No.100, Law Department, dated.08.08.2013, these categories of Examiner/Copyist is filled by direct recruitment/by transfer. The qualifications for all methods are pass in Intermediate examination or its equivalent examination. The above categories form feeder categories for the post of Junior Assistant/Typist.

The First National Judicial Pay Commission did not recommend any enhancement of pay scale for the above categories. However, the above categories were allowed one increment at the initial rate of the scale in 1999 pay scales as per recommendations of 1<sup>st</sup> Judicial Pay Commission. The 9<sup>th</sup> PRC assigned the corresponding pay scale of Rs.7960-23650 (Rs.4595-10845) to these categories.

This category forms feeder category to the post of Junior Assistant/Typist/Field Assistant who are in the pay scale of Rs.8440-24950.

The Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650.

<b>7. Process Server</b>	:	<b>Rs.7960-23650</b>
No. of posts	:	2640

It is requested for better scale of pay to this post without comparing with similar categories of other Departments. This category is governed under the A.P. Last Grade Service Rules.

The Judicial Commission separated the category of Process Server from the category of Attender/Jamedar and made them as feeder categories as per G.O.Ms.No.50, Law (LA&J-Home-Courts-D) Department, dated.23-4-2009. This category is filled by promotion from Attender/ Jamedars up to 50% of posts. For this purpose, one must have passed 8<sup>th</sup> class and must have put in not less than three years of service. This category is also filled in by direct recruitment to the extent of 50% and for this purpose, one must have passed 8<sup>th</sup> class. This category forms feeder category to the post of LDC/Typist / Copyist / Bailiff/ Amin. Based on the recommendations of 1<sup>st</sup> National Judicial Pay Commission, amendments of A.P. Judicial Ministerial Service Rules were issued in G.O.Ms.No.100, Law Department, dated.08.08.2013, this category forms feeder category to the posts of Junior Assistant/Typist/Field Assistant, who are in the pay scale of Rs.8440-24950.

Based on the recommendations of Judicial Pay Commission, the pay scale of this category was enhanced from Rs.2550-4550 to Rs.3130-6150 (one stage benefit) in the revised pay scales of 1999 vide G.O.Ms.No.50, Law (LA&J-Home-Courts-D) Department, dated.23/4/2009 and the corresponding scale for the above post would be Rs.4595-10285 in 2005 pay revision.

This category represented to 2010 revision, seeking parity with Police Constable, the same was not agreed and assigned a corresponding scale of Rs.7960-23650(Rs.4595-10285(2005)).

The Commission notices that this category forms feeder category to the post of Junior Assistant/Typist/Field Assistant who are in the pay scale of Rs.8440-24950. The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650.

<b>8. Field Assistant (formerly Known as Bailiff/Amins)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	1085

This post is equal to Junior Assistant in Judicial Department and request is for assigning pay scale on par with Junior Assistant.

This category was in the pay scale of Rs.410-625 in 1978 revision and in the pay scale of Rs.810-1420 in 1986 revision, improved by one stage. The 1993 revision assigned a corresponding pay scale of Rs.1665-3200 and was in the pay scale of Rs.3130-6150 in 1999 revision. The 2005 revision assigned a corresponding scale of Rs.4595-10285. Based on the recommendations of 1<sup>st</sup>National Judicial Pay Commission, the pay scale was enhanced from Rs.3130-

6150 to Rs.3290-6550 in 1999 pay scales, keeping in view of the above, the 2010 PRC assigned a pay scale of Rs.8440-24950.

As per the latest service rules, issued in G.O.Ms.No.100, Law Department, dated:08.08.2013, this category is filled by direct recruitment (33 <sup>1</sup>/<sub>3</sub>%) and also by appointment by transfer of Process Server (66 <sup>2</sup>/<sub>3</sub> %) and one must possess Intermediate.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.16400-49870, corresponding to Rs.8440-24950.

<b>9. Junior Assistant</b>	:	<b>Rs.8440-24950</b>
<b>(Formerly known as L.D. Clerk, Junior Superintendent of Copyist, Assistant Superintendent of copyist, Assistant Nazir)</b>		
No. of posts	:	3732

It is requested to assign higher pay scale to this category than Junior Assistant of other Government departments keeping in view the nature of duties and responsibilities assigned in this department.

This category is governed by A.P. Judicial Ministerial Service Rules issued in G.O.Ms.No.129, Law Department, dated:12.11.2003, this category is filled by direct recruitment/by promotion of Examiner/Process Server/Record Assistant/Driver, one must possess Intermediate and must have knowledge or qualification of Computer Operator. Based on recommendations of 1<sup>st</sup> National Judicial Pay Commission, amendments were issued, vide G.O.Ms.No.100, Law Department, dated.08.08.2013. This category is filled by direct recruitment/by promotion of Examiners/Copyists/by transfer of Record Assistant / Driver and Process Server. One must have passed Intermediate and must have knowledge of qualification in Computer Operation.

This category is having a parity in the pay scales on par with Junior Assistants under common category.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.16400-49870, corresponding to Rs.8440-24950.

<b>10 (a) Stenographer Gr. -III</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	505
<b>10 (b) Stenographer Gr. -II</b>	:	<b>Rs.11530-33200</b>
No. of posts	:	174
<b>10 (c) Stenographer Gr. -I</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	169

**Stenographer Grade-III**-This post is equal to that of Senior Assistant in this department and is assigned pay scale of Rs.10900-31550. He has to attend the work of taking dictation on judicial side from the Junior Civil Judges. He has to

work even late hours and also to attend the dictation on judicial side at the residence of the Judges in the judicial matters in the morning and on holidays as and when called by the Officer. Hence, request is for better scales to this category without comparison the stenographer of other departments.

It is stated that the post of Stenographer Grade-I is equal to that of Senior Superintendent in this department and in the pay scale of Rs.14860-39540. He has to attend the work of taking dictation on judicial side from the District Judges and also on administrative side of entire District. He has to work even late hours and also to attend the dictation on judicial side at the residence of the Judges in the judicial matters in the morning and on holidays as and when called by the officer. Hence, request is for better scale to this post also without comparing with the Senior Stenographers of other Departments.

As a result of the restructuring of this category in the wake of the recommendations of 1<sup>st</sup> Judicial Pay Commission and based on orders of the Hon'ble Supreme Court of India, orders were issued in G.O.Ms.No.50, Law (LA&J- Home Court-D) Department, dated.23-04-2009, restricting into the following three categories.

- iii) Stenographer, Grade-I :  
(Formerly known as Personal Assistant)  
Scale of pay assigned in the revised pay scales of 1999 is Rs.5000-10600 (on par with S.C. Steno)
- ii) Stenographer, Grade-II :  
(Formerly known as Steno Typist)  
Scale of pay assigned in the revised pay scales of 1999 is Rs.4430-9300 (No corresponding post)
- i) Stenographer, Grade-III :  
(Formerly known as Steno Typist)  
Scale of pay assigned in the revised pay scale of 1999 is Rs.4190-8700 (on par with Senior Steno)

In view of the above, 2010 PRC, assigned a pay scale of Rs.10900-31550 to the category of Stenographer-III on par with Senior Stenographer, Rs.11530-33200 to the category of Stenographer-II (as there is no corresponding post), Rs.14860-39540 to the category of Stenographer-I on par with S.C. Steno.

The category of Personal Assistant comes under A.P. Judicial Ministerial Service Rules, vide G.O.Ms.No.129, Law Department, dated.12.11.2003. Based on the recommendations of 1<sup>st</sup> National Judicial Pay Commission, it was classified as Stenographer Grade-III. Subsequently amendments to the above service rules were issued vide G.O.Ms.No.100, dated.08.08.2003. As per above orders, this category is filled by direct recruitment(60%) and by promotion of Junior Assistants/Typists from a combined seniority (40%) and must have passed Intermediate examination or its equivalent and must have passed English typewriting by higher grade and must have passed English shorthand

by higher grade or equivalent provided that if candidates who have passed the examination by higher grade are not available those who have passed the examination by the lower grade may be considered. Must have knowledge or qualification in computer operation.

The category of Personal Assistant comes under A.P. Judicial Ministerial Service Rules, vide G.O.Ms.No.129, Law Department, dated.12.11.2003. Based on the recommendations of 1<sup>st</sup> National Judicial Pay Commission, it was classified as Stenographer Grade-I. Subsequently amendments to A.P. Judicial Ministerial Service Rules were issued vide G.O.Ms.No.100, dated.08.08.2003, this category is filled by promotion of Stenographers grade-II. Must have passed Intermediate. This category forms feeder category to the post of Chief Administrative Officer.

In view of the above position, the Commission assigns a pay scale of Rs.22460-66330 and 29760-80930, corresponding to Rs.11530-33200 and Rs.15280-40510 to the categories of Stenographer Grade-III and Stenographer Grade-I on par with Senior Assistant/Senior Superintendent respectively. Regarding Stenographer Grade-II, there is no identical post in the Government, the Commission assigns a distinct pay scale of Rs.25140-73270, corresponding to Rs.12910-36700, thus improved by 3 stages.

<b>11. Senior Assistant</b>	<b>:</b>	<b>Rs.10900-31550</b>
(Formerly known as Head Clerk and U.D. Bench Clerk of Sub Courts; U.D. Bench clerk of District Court and Deputy Nazir of Munsif Magistrate Courts).		
No. of posts	:	621

It is represented that the every Senior Assistant in the Judicial Department has to attend Bench Work in the Court Hall and to assist the judges in the open Court hall by maintaining the valuable case records of Civil and Criminal side. Keeping in view the nature of duties and responsibilities request is to assign better pay scales without comparing with similar post of other Departments. Another request is for sanction of Special Pay to the Junior Assistant/Senior Assistant/Superintendent of all Courts for who are attending to bench duties.

As per G.O.Ms.No.129, Law Department, dated.12.11.2003. This category comes under A.P. Judicial Ministerial Service Rules. Based on the recommendations of 1<sup>st</sup> National Judicial Pay Commission, amendments were issued to A.P. Judicial Ministerial Service Rules vide G.O.Ms.No.100, dated.08.08.2013. According to service rules, this category is filled by promotion of Junior Assistant/ Typist and Field Assistant and one must have passed Intermediate and must have passed prescribed Departmental Tests i.e., Civil Judicial Test Part-I & II, Criminal Judicial Test and Accounts Test for Subordinate Officers Part-I. This category is having parity with Senior Assistant under Common Category.

Keeping in view the duties and responsibilities of this category, the Commission assigns to it a scale of Rs.22460-66330, corresponding to Rs.11530-33200, thus improved by one stage.

**12. Superintendent :** **Rs.13660-38570(EIP)**  
 (Formerly known as Superintendent,  
 Translator and Head Clerk of District  
 Munsiff Courts U.D. Record Keeper,  
 and Senior Superintendent of Copyists  
 of District Courts)  
**11530-33200 (FE)**  
 No. of Posts : 602

It is represented that the post of Superintendent is promotion post to Senior Assistant in other departments like Treasuries and Accounts, the post holding pay scale of Rs.13660-38570 and were conferred with Gazetted status. Therefore request is for conferring Gazetted status and also request for a better pay scale than the Superintendents of other departments.

As per A.P. Judicial Ministerial service Rules, issued in G.O.M.S.No.129, Law Department, dated.12.11.2003, appointment to this post is made by promotion from Senior Assistants (Upper Division Clerks). One must also have put in not less than 3 years of service in the cadre of Senior Assistants (Upper Division Clerks). The qualification prescribed for this post is a pass in Translation Test i.e., (i) Translation from English to the Regional Language and(ii) translation from Regional Language to English. The above categories belong to category-3 of Division IV(Rs.4430-9300) i.e., Translator and Head Clerk of District Ministerial Courts and category-4 of Division-IV (Rs.4190-8700) i.e., Upper Division Record Keeper and Senior Superintended of District Court of A.P. Ministerial Service Rules.

The following are the pay scale assigned in the earlier pay revisions:

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Translators / Head Clerks of District Munsiff Courts (Category -3 of Division-IV)	550-900	<u>1150-2110</u> <u>1100-2050+</u> <u>Rs.50 Spl. Pay)</u>	2315-4880 (one stage)	4430-9300 (C.S)	7770-18575	13660-38570 (EIP)/ 11530-33200 (FE)
U.D. Record Keeper of Dist. Courts (Category -4 of Division-IV)	530-850	1100-2050 (2 stages)	2195-4560 (one stage)	4190-8700 (C.S)	7770-18575	13660-38570 (EIP)/ 11530-33200 (FE)
Senior Superintendents of Copyists of District Courts (Category -4 of Division-IV)	530-850	1100-2050 (2 stages)	2195-4560 (one stage)	4190-8700 (C.S)	7770-18575	14860-39540

As per G.O.Ms.No.50, Law (LA&J-Home-Courts-D) Department, dated.23-4-2009, this category the pay scale was indicated as Rs.4430-9300

(1999 pay scales) and re-designated as Superintendent / Sheristedar. As per the above orders, this category is filled by promotion from U.D.C. The corresponding scale for the above category (Rs.4430-9300) would be Rs.6505-15025 in the revised pay scales, 2005. However, PRC, 2005 had already assigned a pay scale of Rs.7770-18575 to this category. The classification of the Justice Sri. Jagannth Shetty Commission introducing the categories as Superintendents/Sheristedars which is special only to this department.

As per the recommendations of 1<sup>st</sup> Judicial Pay Commission amendments to A.P. Ministerial Judicial Services vide G.O.Ms.No.100, Law Department, dated.08.08.2003, this category is filled by promotion from the category of Senior Assistant, one must possess Intermediate and passed prescribed Departmental Tests i.e., Civil Judicial Test Part-I & II. Criminal Judicial Test, Accounts Test for Subordinate Officers Part-I and Translation Test i.e., (i) Translation from English to the Regional Language and (ii) Translation from Regional Language to English.

Considering the duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 on par with Superintendent under Common Category, duly removing the existing stipulation of existing incumbents/future incumbents.

**13. Senior Superintendent/Senior Sheristedars:Rs.14860–39540**

(Formerly Known as Head clerk, District Court, Addl. District Courts, Sheristedars of Sub Courts and central Nazir of District Court).

No. of posts : 289

It is stated that the duties and responsibilities of this category is supervision when compared to Superintendent of other Departments. This category Superintendent is well versed with State and Central Laws while discharging duties. Hence the request is for a higher pay scale of Rs.16150-40510.

In Pursuance of the recommendations of Justice Jagannath Shetty Commission, orders were issued in G.O.Ms.No.50, Law (LA&J–Home-Courts.D) Department, dt:23-4-2009, wherein the posts of Superintendents were restructured as Senior Superintendent / Senior Sheristadar (Rs.5000-10600) and Superintendent / Sheristedar (Rs.4430-9300) in 1999 pay scales. The method of recruitment to this post is made by promotion from the cadre of Sheristedars / Superintendents and one must have put in not less than 3 years of service in this cadre. This stipulation is however, not in conformity with G.O.Ms.No.129, Law (LA&J- Home) Dept., dt.2.11.2003, which recognizes only one category of Superintendents.

As per A.P. Judicial Ministerial Service Rules issued in G.O.Ms.No.129, Law (LA&J- Home) Dept., dated.12.11.2003, this category is filled by promotion from the category of Senior Assistant. Based on the recommendations of 1<sup>st</sup> National Judicial Pay Commission amendments to A.P. Judicial Ministerial



Service Rules was issued vide G.O.Ms.No.100, Law (LA & J-Home –Courts–D) Department, dated:08.08.2013. As per the above rules, this category is filled by promotion of Superintendent, one must possess Intermediate and must have passed prescribed Departmental Tests i.e., Civil Judicial Test Part–I & II, Criminal Judicial Test, Accounts Test for subordinate officers Part–I and Translation Test. This category forms feeder category to the post of Chief Administration Officer.

This category represented to 2010 PRC seeking a higher pay scale of Rs.8385-19125 on par with Junior Accounts Officer of Treasuries and Accounts, Sub-Registrar Grade–I of Registration & Stamps and Assistant Labour Officer, keeping in view of Supervisory functions and also requested for conferring Gazetted Status. The Commission observed that the Senior Superintendent had already been assigned the pay scales equivalent to Rs.7770-18575, the Commission assigned pay scale of Rs.14860-39540, thus improved by one stage.

The Commission notices that this category forms promotion category to the post of Superintendent and is a distinct category and the post of Senior Superintendent is not prevailing in any Department. In view of the duties and responsibilities, the Commission assigns to it a revised pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, thus benefitted by one stage.

**14. Chief Administrative Officer : Rs.19050-45850**  
 (Formerly known as Administrative Officer)  
 No. of posts : 118

It is stated that this category is the highest post in A.P. Judicial Ministerial Service Rules and a Gazetted post. He has to attend the entire district administration, as per the instructions of the Principal District Judge, in addition to the exercising the powers as drawing and Disbursing Officer. He also acts as the State Assistant Public Information Officer under RTI Act. He has to even tour the entire District jurisdiction along with the District Judge for Judicial Administration work to assist the District Judge. In 1999 revision, this category was equal to that Junior Civil Judge prior to introduction of first National Judicial Pay Commission. Hence, request is for a pay scale on par with Junior Civil Judge. Another request is for conveyance allowance of cost of 75 liters of petrol for every month and all other benefits as provided to the Junior Civil Judge from time to time.

It is stated that as per the recommendations of 1<sup>st</sup> Judicial Pay Commission, the pay scale of this category was enhanced to Rs.7400-15475. The PRC 2010 assigned a corresponding pay scale of Rs.19050-45850. Infact this category might have assigned pay scales of Rs.12385-27750 and Rs.21820-48160 respectively in 2005 and 2010 revisions. Hence, request is for revised pay scale of Rs.21820-48160, keeping in view of duties and responsibilities.

As per service rules, issued in G.O.Ms.No.100, LAW (LA & J Home–Courts–D) Department, dated.08.08.2013, this category is filled by promotion of

Senior Superintendent and Stenographer Grade-I in the ratio of 5:1 one must Graduate and must have passed prescribed Departmental Tests i.e., Civil Judicial Test-I & II, Criminal Judicial Test, Accounts Test for subordinate Officers Part-I and Translation Test.

Keeping in view of the duties and responsibilities and qualifications of this category, the Commission assigns to it a revised pay scale of Rs.42490-96110, corresponding to Rs.21820-48160, thus improved by two stages.

## **22(f) A.P. JUDICIAL ACADEMY**

The A.P. Judicial Academy was constituted in the year 1991 and necessary sanctioned strength was provided as per G.O.Ms.No.568, Home (Courts. A) Department, dated:28-09-1991 and vide G.O.Ms.No.377, Home (Courts-C) Department, dated:24-07-1992. As per G.O.Ms.No.239, Home (Courts-A) Department, dated:09-06-1993, this academy notified as category-I Training Institute. Certain incentives were sanctioned vide G.O.Ms.No.188, GA (AR&T III) Department, dated.29.03.1998 to the faculty of category-I training institutes.

It is represented that Government vide G.O.Ms.No.58, Home (Police-D) Department, dated:18.3.1998, sanctioned 15% of basic pay to all the staff members of A.P. Police Academy. Accordingly the staff members of A.P. Judicial Academy submitted a representation for sanction of 15% on basic pay as incentive on par with staff members of A. P. Police Academy.

It is further stated that as the matter was pending since a long time, the staff members of this Academy filed WP No.26527/2005 on 05.12.2005 against the Government. The matter was disposed off by the Hon'ble High Court on 02.04.2008 directed the respondents to consider sanction of special incentive to staff members of A.P. Judicial Academy on par with other category-I Institutes of the State Government, like A.P. Police Academy and pass appropriate orders. Aggrieved by the above, the Government approached the Hon'ble Supreme Court of India in SLP (C) No.29690 of 2008. It is further stated that the Hon'ble Supreme Court of India on 8<sup>th</sup> July, 2011/5<sup>th</sup> August 2011 dismissed the interim stay of the operation and implementation of the order, dated.02.04.2008 of High Court of Andhra Pradesh in W.P.No.26527 of 2008. In view of the above background, Government was requested to allow 15% of basic pay as incentive to the staff members of above Academy on par with A.P. Police Academy in the earlier revisions. The Commission is of view that the above relief is administrative in nature and the action lies with Administrative Department i.e., Law Department.

The staff members of the A.P. Judicial Academy requested this Commission on 07.02.2014 at the time of hearing for sanction of training incentive of 10% on basic pay to the ministerial staff in the revised pay scales as against the existing 5% on the ground that the work load of ministerial staff had increased abnormally and they had to stay late hours in order to assist faculty members drafted from the A.P. High Court. Another request was made for 30% of basic pay as incentive to the faculty member.

The Commission notices that the faculty members are drawing incentive of 15% of basic pay and the other staff members at the rate of 5% of basic pay as per recommendations of 2010 revision. The above request of revision in the incentive amount will be dealt with in the relevant chapters of Volume-I of the report.

## **22(g) PUBLIC PROSECUTOR'S OFFICE**

The State Public Prosecutor, High Court of A.P., Hyderabad is statutory functionary under section 24 of Cr.P.C. for conducting prosecution in any appeal and other criminal proceedings on behalf of the State Government. Apart from this, he has to file cases such as Criminal Petitions, Criminal Misc. Petitions, Criminal Revision Cases, Criminal Appeals etc., on behalf of the State Government and assist the Hon'ble High Court in the administration of Criminal justice. The Public Prosecutor is the Head of Office and Disciplinary authority. His office is functioning in High Court premises, with a sanctioned strength of 14 which includes one Gazetted post of Secretary who looks after the entire administrative support to the Public Prosecutor and Additional Public Prosecutors. Presently one Public Prosecutor and four Additional Public Prosecutors are working in High Court of A.P.

<b>1. Manager</b>	<b>:</b>	<b>Rs.13660-38570</b>
No. of post	:	1

It is stated by the Public Prosecutor, High Court of Andhra Pradesh, that the post of Manager of this office is a common category post and is assigned pay scales on par with the Superintendent in successive PRCs. In 2010 revision, the pay scale of this category is reduced to Rs.13660-38570, whereas Superintendent is assigned a pay scale of Rs.14860-39540. Hence, request is for parity with Superintendent.

This category comes under A.P. Ministerial Service Rules and is filled by promotion of Senior Assistant and forms feeder category to the post of Secretary. This category has been assigned pay scales on par with Superintendent under common category upto 2005 revision. In 2010 revision, this category is assigned a corresponding pay scale of Rs.13660-38570, whereas Superintendent under common category is assigned a higher pay scale of Rs.14860-39540 (one stage). As per A.P. Ministerial Service Rules, this category is equivalent to Superintendent under common category and categorized as category (1) of class A of above rules.

In view of the above, the Commission assigns a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 on par with Superintendent and restores earlier parity.

<b>2. Secretary</b>	<b>:</b>	<b>Rs.16150-42590</b>
No. of post	:	1

It is stated by the Public Prosecutor that this category is incharge of overall supervision of the office and to assist the Public Prosecution in the matters of administration which is confidential in nature.

The Secretary is the drawing and disbursing officer looks after service matters and preparation of budget estimates. Hence, request is for a higher pay scale on par with Section Officer (SC) of Secretariat.

As per service rules, this category is filled by transfer of Superintendents or Managers in the office of Advocate General, Public Prosecutions and Special Officer, Government Pleaders Office/by transfer of Section Officers of Law Department. If no such suitable or eligible Section Officers of Law Department is available by transfer or tenure basis of Section Officer of single unit.

This category was in the pay scales of Rs.1550-3050 and Rs.3110-6380 in 1986 and 1993 revisions. This category sought parity with Assistant Director of other Department (Rs.3640-7580) in 1999 revision, on the ground that this category was not having promotional chances. The PRC 1999 assigned a corresponding pay scale of Rs.5980-12100. This category did not represent to 2005 and 2010 revisions, however, pay scales of Rs.9285-21550 (one stage benefit) and Rs.16150-42590 (corresponding scale) were assigned.

Comparison with Section Officer (S.C.) of A.P. Secretariat is not appropriate. The Commission notices that this category is having parity with Section Officer of Law Department in successive PRCs upto 2005 revision, the same is disturbed in 2010 revision. Hence, the Commission assigns a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 on par with Section Officer of Law Department.

## **22(h) SAINIK WELFARE DEPARTMENT**

Directorate of Sainik Welfare is an apex body at Hyderabad with 23 Zilla Sainik Welfare Officers i.e., one in each district. The Director, Sainik Welfare is the Head of the Department. This department functions under the administrative control of Home Department at the Secretariat level. The main functions of the Department are Welfare, Resettlement and Rehabilitation of Ex-servicemen and war disabled, Resettlement and Rehabilitation of families of war deceased Soldiers and Ex-serviceman, Assistance and Welfare measures to the families of the Armed Forces Personnel.

**1. Assistant Account Officer : Rs.14860-39540**  
No. of posts : 1

The Head of the Sainik Welfare Department has stated that the categories of Zilla Sainik Welfare Officer/Placement Officer/Assistant Accounts Officer are the first level Gazetted posts in the Department. It is further stated that the post of Zilla Sainik Welfare Officer/Placement Officer and Assistant Accounts Officer is the feeder category for promotion to the post of Assistant Director (2<sup>nd</sup> level Gazetted post). Hence, it is requested to equalise the pay scale of Assistant Accounts Officer/Zilla Sainik Welfare Officer/Placement Officer as their posts are feeder category posts for promotion to Assistant Director in Sainik Welfare Department.

Following is the progression of pay scales for this post and comparable posts.

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Accounts Officer	1550-3050	2930-5960	5640-11300	8385-19125	14860-39540	Superintendent (Rs.14860-39540)	Assistant Director (Rs.18030-43630)
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Asst. (Rs.10900-31550)	Asst. Director (Rs.18030-43630)
Zilla Sainik Welfare Officers	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	-	Assistant Director Rs.18030-43630)

According to service rules, this category is filled by appointment by transfer of Superintendent in the Andhra Pradesh Ministerial Services in the Sainik Welfare Department. This category can also be appointed on tenure basis from the Treasuries and Accounts Department, if non availability of suitable and qualified persons in the Department. This category is the feeder category to the post of Assistant Director along with Placement Officer, Zilla Sainik Welfare Officer.

The Commission notices that this category is a Drawing Officer for the Directorate and responsible for rendering all accounts and forms feeder

category to the post of Assistant Director along with Zilla Sainik Welfare Officer/Placement Officer.

The Commission assigns a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590 on par with Zilla Sainik Welfare Officer, thus improved by two stages. As a result of this, the pay scale of promotion post of Assistant Director is enhanced to Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

## INDUSTRIES AND COMMERCE DEPARTMENT

### 23 (a).INDUSTRIES DEPARTMENT

The District Industries Centres (DIC's) programme was stated on 1<sup>st</sup> May 1978 as a Centrally Sponsored Scheme to assist Tiny, Cottage and Village Industries sector in the country and to generate larger employment opportunities in the rural and backward areas. In the State these are working under Administrative control of Commissionerate of Industries, under the Department of Industries. They are acting as one agency to deal with all requirements of Micro, Small and Medium Enterprises (MSMEs). The DICs have undertaken various programmes for investment promotion at the grass root level such as a organizing seminars workshops, extending support for trade fairs and exhibitions organized by various Industries associations.

In order to achieve these objectives through various activities, DICs are provided with competent staff. The DIC in A.P. is headed by a General Manager in the cadre of Joint Director assisted by Deputy Directors, Assistant Directors and Industrial Promotion Officers. They have been set up one each in 23 Districts of the State. On an average an IPO covers 5 Mandals. The total number of IPOs are 270 and there are currently around 200 IPOs working, total number of mandals in AP is 1125.

<b>1. Industrial Promotion Officer (Recruited in accordance with the service rules issued in G.O. Ms. No. 510, Industries and Commerce Department, dt: 27-09-1986)</b>	<b>: Rs.16150-42590</b> <b>(as personal to those Technical Assistants who were recruited with Engineering Graduation qualification as per the specific notification issued by the Public Service commission</b>
No. of posts	:
<b>2. Industrial Promotion Officer (Engineering Graduate/Diploma holders)</b>	<b>: Rs.15280-40510</b>
No. of posts	: 260
<b>3. Industrial Promotion Officer (Non-Technical)</b>	<b>: Rs.13660-38570</b>
No. of posts	: 26

The prescribed qualifications for the post of IPOs are a degree in any branch of Engineering or Technology (B.Tech /B.E. in specified 14 branches) or a diploma in any branch of Engineering or Technology specified branches from a recognized Institution with three years experience in any reputed workshop, factory or an industrial under taking. The above category is having complex role, duties and responsibilities are technical in nature. Hence, the request is



for assigning a higher pay scale of Rs.16150-42590 on par with Asst. Executive Engineers of Engineering Departments.

The following is the progression of pay scales of this category and comparable posts in successive P.R.Cs are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Industrial Promotion Officer	--	2600-5800	5000-10600	9285-21550 (for Engineering Graduates) Rs.8815-20300 (For Engineering Graduates/ Diploma Holders) IPO (Non-Technical) (Rs.7770-18575)	16150-42590/15280-40510	--	Assistant Director (Rs.18030-43630)
Asst. Executive Engineer in A.P. Rural Water Supply Engineering Subordinate Service	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	Asst. Engineer (Rs.15280-40510)/ Technical Officer Spl. Grade (Rs.15280-40510)	Deputy Executive Engineer (Rs.19050-45850)

According to service rules, there are three categories of Industrial Promotion Officers:

- Technical Assistants (later re-designated as Industrial Promotion Officers) recruited in accordance with the Service Rules issued in G.O. Ms.No.510, Industries and Commerce, dated.27.9.1986 with Degree in Engineering.
- Engineering Graduates/Diploma holders (recruited with the minimum qualification of Degree/Diploma in Engineering).
- Other categories converted as Industrial Promotion Officers and those appointed by transfer from the category of Senior Assistants/Senior Stenographers with a degree qualification.

Keeping in view the duties and responsibilities, qualifications and also inter departmental parities, the Commission assigns the following scales of pay.

- Industrial Promotion Officer (to those having a Degree in Engineering as per G.O.Ms .No. 510, Industries & Commerce Dept., dt.27.09.1986) : Rs.35120-87130, corresponding to Rs.18030-43630 (improved by one stage)
- Industrial Promotion Officer (with a Degree or Diploma qualification) : Rs.31460-84970 corresponding to Rs.16150-42590 (improved by one stage)

(c) Industrial Promotion Officer (Non-Technical) : Rs.28940-78910 corresponding to Rs.14860-39540 (improved by one stage)

**4. Assistant Director** : **Rs.18030-43630**  
No. of posts : 61

It is represented that the duties of the Assistant Directors are purely technical in nature rendering technical services, exploring the infrastructural needs of an industry, suitable technology, product selection based on technical feasibility & economic viability and guidance related to various Central / State Government policies / schemes. It is stated that though they are possessing technical qualifications of B.Tech., / B.E. with specialization in Mechanical/ Electrical/Electronics/Computer Science/Chemical Engineer on par with other Engineering Departments. They were assigned lower pay scales from 2005 Pay Revision onwards. Hence, request is for assigning a higher pay scale of Rs.19050-45850 on par with Deputy Executive Engineers of Panchayat Raj, Irrigation and Public Health Departments.

As per service rules, issued in G.O.Ms.No.188, Industries and Commerce Department, dated.29-04-1993, the post of Assistant Director is filled by direct recruitment, one must possess 2<sup>nd</sup> class degree in Engineering or Technology. It is also filled by transfer of Industrial Promotion Officer, who possesses a degree in Engineering or Technology or Diploma in Engineering or Technology and also by transfer from the category of Superintendents, who possesses a degree in Arts or Science or Commerce and must have passed Accounts Test for Executive Officers or Accounts Test for Sub-ordinate Officers Part-I and Part-II.

Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Director	1980-3500	3640-7580 (CS)	6950-14425 (CS)	10285-24200 (CS)	18030-43630 (CS)	Industrial Promotion Officer (Rs.15280-40510)/ Industrial Promotion Officer (Non-Technical) (Rs.13660-38570)/ Superintendent (Rs.14860-39540)	Deputy Director (Rs.21820 - 48160)
Dy. Executive Engineer (Panchayat Raj, Irrigation and Public Health)	1980-3500	3640-7580	6950-14425 (CS)	10845-25600 (one stage)	19050-45850 (CS)	Assistant Executive Engineer (Rs.16150-42590)	Executive Engineer (Rs.23650-49360)

Comparison with Deputy Executive Engineer is not appropriate, as the duties and responsibilities, area of jurisdiction and inter departmental parities are different.

Taking in to consideration of duties and responsibilities of executive and technical in nature, the Commission assigns to this category a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by two stages.

**5. Deputy Director : Rs.21820-48160**  
No. of posts : 50

The request is for pay scale of Rs.23650-49630 on par with Executive Engineer. As per service rules issued in G.O.Ms.No.188, Industries and Commerce Department, dated.29-04-1993, the post of Deputy Director is filled by promotion from the category of Assistant Director.

This category represented to the PRC 2010, seeking parity with Deputy Directors of Agriculture, Animal Husbandry, Technical Education, Town and Country Planning Department, Chief Inspector of Boilers and Executive Engineer, on the ground that the Assistant Director and Deputy Director promoted from the category of Industrial Promotion Officer who are categorized as Technical. The same was not agreed and assigned a corresponding pay scale of Rs.21820-48160.

The Following is progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Deputy Director	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Asst. Director (Rs.18030-43630)	Joint Director (Rs.27000-51760)
Executive Engineer (Panchayat Raj, Irrigation and Public Health)	2410-4050	4400-8700 (CS)	8400-16525 (CS)	13390-28500 (one stage)	23650-49360 (one stage)	Deputy Executive Engineer (Rs.19050-45850)	Superintendent Engineer (Rs.27000-51760)

Comparison with Executive Engineer is not correct, as the duties and responsibilities, area of Supervision are entirely different.

Taking in to consideration of duties and responsibilities of executive and technical in nature and the qualifications, the Commission assigns a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360 to this category, thus improved by one stage.

**6. Joint Director : Rs.27000-51760**  
No. of posts : 32

It is represented that the duties of the Joint Directors of the Department are purely technical in nature rendering technical services, exploring the infrastructural needs of an industry has to provide suitable technology, product selection based on Technical feasibility & Economic viability and guidance

related to various Central/ State Government policies/ schemes. Request is for assigning higher pay scale of Rs.31550-53060 on par with Superintending Engineers of Panchayat Raj, Irrigation and Public Health Engineering Departments.

As per service rules, issued in G.O.Ms.No.188, Industries and Commerce Department, dated.29-04-1993, the post of Joint Director is filled by promotion from category of Deputy Director.

Following is the progression of pay scales of this category and comparable post:

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Joint Director	5770-9260	10950-17575	15500-30000	27000-51760	Deputy Director (Rs.21820-48160)	Additional Director (Rs.34050-54360)
Superintending Engineer (Panchayat Raj, irrigation and Public Health)	5770-9260	10950-17575	18025-30765	31550-53060	Executive Engineer (Rs.23650-49360)	Chief Engineer (Rs.41550-55660)

Comparison with Superintending Engineer is not correct, as the jurisdiction, volume of work handled, duties and responsibilities shouldered are entirely different.

Keeping in view the duties and responsibilities and qualifications, the Commission assigns a pay scale of Rs.56870-105810, corresponding to Rs.29200-53060, thus improved by one stage.

### **23(b) HANDLOOMS & TEXTILES DEPARTMENT**

The Handlooms and Textiles Department is concerned with Handlooms, Power looms in the Cooperative and decentralized sector and setting up of Apparel and Textile Parks in Government sector. Supervision over the working of weavers Cooperative Assistant (Cotton & Woollen) Apex Societies Power loom Societies, implementation of schemes relating to Handlooms and Power Looms etc. There are three regional offices at Hyderabad, Tirupathi and Warangal and 18 offices of the Assistant Directors. There are two Weaver-Training Centers one at Hindupur and the other at Siricilla. The department also established an Indian Institute of Handloom Technology at Venkatagiri, which offers Diploma course of three years in Handlooms Technology. The developmental schemes are implemented through the District Offices and Regional Offices. The Commissioner is the head of the department assisted by Additional Director, Joint Directors, Deputy Directors and the other subordinate staff.

The Departmental personnel are having various duties of statutory and Non-statutory nature and have to attend to statutory functions under APCS Act of 1964, Inquiry Officer/Inspecting Officers, Arbitrators, Sale Officers, Liquidators and also supervise the Co-operatives. In addition, they have to supervise production of Handloom goods in the Weavers Co-operative Societies and guide them in designing the latest patterns in the production of Handloom fabrics as per the taste of the consumer.

<b>1. Assistant Development Officer</b>	<b>:</b>	<b>Rs.11860-34050</b>
No. of posts	:	225

It is stated that this category was assigned lower pay scales when compared to the categories of Assistant Translator of Legislature, Sub-Inspector of Police, B.Ed., Assistant and Executive Officer Grade-I of Gram Panchayats. Further stated that this category is recruited through Group-II services along with Assistant Commercial Tax Officer, Deputy Tahsildar, Sub-Treasury Officer, etc. However, this category was assigned a lower pay scale of Rs.11860-34050 in 2010 revision, whereas other categories recruited under Group-II services were assigned a higher pay scale of Rs.14860-39540. Request is for a higher pay scale of Rs.14860-39540 on par with them, as they are discharging the duties of Executive, Statutory, Non-Statutory as well as supervising the production activity in the Handloom Sector.

As per service rules, issued in G.O.Ms.No.17, Industries and Commerce Department, dated.06-02-1995, this category is filled in by direct recruitment, for which one must possess a Bachelor's Degree, a Diploma in Textile Technology or a Diploma in Handloom Technology and also filled by promotion from Inspector (Handlooms and Textiles)/ and also by transfer from Senior Assistant and Senior Steno.

The following is progression of pay scales of this category and comparative posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Development Officer	1230-2330	2375-5040 (one stage)	4550-9600 (CS)	6675-15500 (CS)	11860-34050 (CS)	Senior Assistant (Rs.10900-31550)	Development Officer (H&T) (Rs.14860-39540)
Deputy Tahsildar	1330-2630 (2 stages)	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	Tahsildar (Rs.16150-42590)
Assistant Commercial Tax Officer	1330-2630 (2 stages)	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Stenographer/ Senior Commercial Tax Inspector (Rs.10900-31550)	Deputy Commercial Tax Officer (Rs.16150-42590)

Comparison with above categories is not relevant, as the duties and responsibilities are entirely different. This department was separated from Co-operation Department and constituted as an independent department in 1973 and the category of Assistant Development Officer and Development Officer is having traditional parity with Senior Inspector of Co-operative Societies upto 2005 revision, the duties and responsibilities are similar. The same parity was disturbed in 2010 revision and assigned a lower pay scale of Rs.11860-34050.

The following is the progression of the pay scales of both the categories.

Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)							
Assistant Development Officer (H &T)	575-950	1230-2330	2375-5040	4550-9600	6675-15500	11860-34050	Senior Assistant (Rs.10900-31550)	Development Officer (H&T) (Rs.14860-39540)
Senior Inspector of Co-operative Societies	575-950	1230-2330	2375-5040	4550-9600	6675-15500	12910-36700	Junior Inspector (Rs.10900-31550)	Assistant Registrar (Rs.14860-39540)

In view of above, the Commission recommends a pay scale of Rs.26600-77030, corresponding to Rs.13660-38570 to this category on par with the scale of Senior Inspector of Co-operative Societies now recommended, thus improved by three stages.

**2. Development Officer : Rs.14860-39540**  
No. of posts : 69

It is stated that this category was conferred Gazetted Status vide G.O. Ms.No.79, Industries and Commerce Department, dated:11-8-2005. The duties of this category is purely executive in nature and is also involved in various

development activities such as NCDC, BC packages, Establishment of Netha Bazars, Integrated Handloom Development Scheme, Pavala Vaddi Scheme, Health Insurance Scheme, etc. It is stated that in successive PRCs, this category was assigned lower pay scale, when compared to Agriculture Officer, Women Welfare Officer, District Inspector of State Audit (now known as Assistant Audit Officer) and Accounts Officer who were assigned higher pay scales. In 2010 revision, the above categories were assigned a higher pay scale of Rs.16150-42590, whereas this category was assigned a lower pay scale of Rs.14860-39540. In view of the above, request is for a higher pay scale of Rs.16150-42590.

According to the service rules, issued in G.O.Ms.No.17, Industries and Commerce Department, dated.06-02-1995, this category is filled by promotion from the categories of Assistant Development Officer (Handlooms & Textiles) and Technical Assistant. One must have passed the Accounts Test for Executive Officers or Accounts Test for Subordinate Officers Part-I & II.

The following is the progression of pay scales of this category and comparable posts :

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Development Officer (H&T)	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	8385-19125 (two stages)	14860-39540 (CS)	Assistant Development Officer (Rs.11860-34050)	Assistant Director (Rs.18030-43630)
Agriculture Officer	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590 (CS)	Agriculture Extension Officer Gr-I. (Rs.15280-40510)	Assistant Director (Rs.19050-45850)
Motor Vehicle Inspector	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	18030-43630 (one stage)	Asst. Motor Vehicle Inspector (Rs.15280-40510)	Regional Transport Officer (Rs.19050-45850)
Assistant Divisional Fire Officer	1550-3050	2930-5960	5640-11300	8385-19125	15280-40510	Station Fire Officer (Rs.13660-38570)	Divisional Fire Officer (Rs.19050-45850)
Assistant Audit Officer (Formerly Known as District Inspector of Local Fund Audit) (State Audit)	1550-3050	2930-5960 (CS)	5640-11300	9285-21550	16150-42590	Senior Auditor (Rs.10900-31550)	Audit Officer (Rs.19050-45850)

Comparison with the above categories is not relevant, as the duties and responsibilities, area of jurisdiction are entirely different. This department was separated from Co-operation Department and constituted as an independent

department in 1973 and the category of Development Officer is having parity with Assistant Registrar (Formerly Co-operative Sub-Registrar).

In view of the above, the PRC assigns a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510 on par with the scale of Assistant Registrar (Co-operative Sub-Registrar), thus improved by one stage.



### **23(c) MINES AND GEOLOGY DEPARTMENT**

The department of Mines and Geology is entrusted with promotional as well as regulatory work in mineral sector. Another function is collection of mineral revenue. The department carries out mineral investigation, exploration, development, analysis etc. As a regulatory authority the department administers the process of mineral concession, granting leases and also convenient mining and transportation etc. The department is headed by Director assisted by Joint Director, Deputy Director, Assistant Director and other officers and staff. There are 8 Regional Offices headed by Deputy Directors assisted by Mineral Revenue Officer, Royalty Inspector etc., Assistant Directors are in-charge for the District

<b>1. Chainman</b>	<b>:</b>	<b>Rs.6900-20680</b>
No. of posts	:	27

It is stated that the post of Chainman is governed vide G.O.Ms.No.205, Industries & Commerce Department, dt:22-6-1999 (A.P. Ministerial Subordinate Service rules). It is further stated that the Chainman of this department retires on superannuation of age of 58 years, whereas the retirement age of Chainman of Survey & Land Records Department is 60 years. The duties of Chainman of this department and Survey and Land Records are one and the same and have been drawing the scale of pay. Hence, it is requested to enhance the age of superannuation from 58 years to 60 years on par with Chainman, Survey & Land Records Department.

The category of Chainman working in Mines & Geology Department comes under A.P. Mining Subordinate Service Rules, whereas the category of Chainman working in Survey & Settlement comes under A.P. Last Grade Services. As per Last Grade Service Rules, the age of retirement is 60 years. The issue requires amendment to Service Rules and also above request does not come under the purview of the Commission.

<b>2. Technical Assistant</b>	<b>:</b>	<b>Rs.10900-31550</b>
No. of posts	:	155

As per service rules, this category is filled by direct recruitment and one must possess B.Sc., Degree in Geology provided that candidates having practical experience for a period of not less than one year in the investigation of Mineral deposits and geological mapping or mining or underground water resources shall be preferred. This category forms feeder category to the post of Royalty Inspector (Rs.14860-39540).

The Commission notices that this category attends to exploration of a number of minerals and have practical experience in the investigation of mineral deposits and geological mapping of mining or underground resources. Hence, the Commission assigns a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050, thus improved by two stages.

<b>3. Surveyor</b>	<b>:</b>	<b>Rs.10900-31550</b>
No. of posts	:	50

It is stated that this category is a technical post, having a qualification of Diploma in Civil Engineering. This category has to undertake Survey demarcation and preparation of tracings and printing and enlargement of maps, prepare mineral wise belt maps, geological mapping, and preparation of statistical data and demarcation of boundaries of the mines. Apart from that, he has to maintain basic records of survey, conduct of skilled street surveys of all Gram Panchayats and inspection of survey marks for each village.

It is further stated that keeping in view of the higher qualifications of Diploma in Civil Engineering or Diploma in Mining Engineering prescribed for this category, higher pay scales of Rs.1150-2110, Rs.2195-4560, Rs.4190-8700 and Rs.6195-14175 were assigned in 1986, 1993, 1999 and 2005 revisions, whereas Surveyor of Survey and Land Records Department was assigned lower pay scales of Rs.1010-1800, Rs.2075-4270, Rs.3950-8150, Rs. 5750-13030. In 2010 revision, this category was assigned a lower pay scale of Rs.10900-31550, whereas Surveyor of Survey and Land Records Department was assigned a higher pay scale of Rs.11530-33200. Hence, the request is for assigning a higher scale of pay on par with the Deputy Inspector of Survey and Settlement (Rs.12910-36700) and the Surveyor (Rs.11530-33200) in Survey Settlement and Land Records Department.

According to the Andhra Pradesh Mining Sub-Ordinate Service Rules issued in G.O.Ms.No.205, Industries and Commerce (M.1) Department, dt:22-06-1999, the post of Surveyor is filled in by direct recruitment (75%) and by promotion from Draughtsman (25%). The qualifications prescribed for direct recruitment, one must possess a Surveyor's Certificate of Competency from the Department of Mines Safety, Government of India, or a Diploma in Civil Engineering of the Andhra Pradesh State Board of Technical Education or a Diploma in Mining Engineering from Andhra Pradesh State Board of Technical Education. This category forms feeder category to the post of Surveyor (Rs.13660-38570).

The pay scales assigned to this category and comparable posts are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Surveyor of Mines and Geology	1150-2110	2195-4600 (CS)	4190-8700 (CS)	6195-14175 (CS)	10900-31550 (CS)	Draughtsman (Rs.9460-27700)	Supervisor (Rs.13660-38570)
Deputy Inspector of Survey and Settlement	1100-2050	2315-4880 (two stages)	4430-9300 (CS)	6505-15025 (CS)	12910-36700 (three stages)	Surveyor (Rs.11530-33200)	Inspector of Survey & Settlement (Rs.15280-40510)
Surveyor Survey and Land Records	1010-1800	2075-4270 (two stages)	3950-8150 (CS)	5750-13030 (CS)	11530-38200 (two stages)	Deputy Surveyor (Rs.9460-27700)	Deputy Inspector (Rs.12910-36700)

Comparison with the above categories is not appropriate as the duties and responsibilities, areas of operation are entirely different. The Commission assigns a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050 (improved by two stages) to this category keeping in view of the nature of the job and the interior areas travelled for work.

<b>4. Lab Assistant</b>	:	<b>Rs.11860-34050</b>
No. of posts	:	2

As per service rules, this category is filled by direct recruitment, one must possess B.Sc., with Chemistry. This category forms feeder category to the post of Assistant Chemist (Rs.16150-42590). This category was in the pay scales of Rs.1230-2330 and Rs.2315-4880 in 1986 and 1993 revision. Based on the recommendations of Anomalous Committee 1995, the pay scale was revised to Rs.2375-5040. This category represented to 1999 revision, seeking parity with Royalty Inspector/Superintendent, the PRC did not agree in view of the differences in the duties and responsibilities and assigned a corresponding scale of Rs.4550-9600. This category did not represent to 2005 and 2010 revisions. However corresponding scales of Rs.6675-15500 and Rs.11860-34050 were assigned.

The Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050.

<b>5. Supervisor</b>	:	<b>Rs.13660-38570</b>
No. of posts	:	9

It is represented that this category is located in Regional Deputy Office having jurisdiction of 2-3 Mandals, the qualifications, duties and responsibilities of this category and Supervisors (Asst. Engineer) in Engineering Department are same. In 1993 and 1999 revisions this category was allowed pay scales of Rs. 2600-5580 and Rs.5000-10600 on par with Asst. Engineer. However in 2005 and 2010 revisions this category was allowed lower pay scales of Rs.7770-18575 and Rs.13660-38570 respectively, whereas the Asst. Engineers were allowed higher pay scales of Rs.8815-20300 and Rs.15280-40510. It is further stated that the Inspector of Survey & Land Records who were on par with this category up to 2005 revision, was allowed a higher pay scale of Rs.15280-40510, whereas this category was allowed a lower pay scale of Rs.13660-38570. Hence, the request is therefore for assigning a higher pay scale of Rs.15280-40510 on par with Assistant Engineers of P.W. Department and Inspector of Survey and Land Records. Another request is for conferring Gazetted status on par with the post of Asst. Engineers in various Engineering Departments.

As per service rules, issued in G.O.Ms.No.205, Industries and Commerce Department, dated.22.06.1999, this category is also filled in by promotion from Surveyor, one must possess the qualification of a Surveyor's certificate of competence from the department of Mines safety, Government of India or a

Diploma in Civil Engineering or a Diploma in Mining Engineering and must have put in not less than 3 years of service. This category forms feeder category for the post of Assistant Mines Officer (Rs.16150-42590).

The pay scales assigned to this category and comparable posts in the earlier PRCs are as follows.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Supervisor of Mines and Geology Department	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	13660-38570 (CS)	Surveyor (Rs.10900-31550)	Asst. Mines Officer (Rs.16150-42590)
Assistant Engineer of P.W.D.	1330-2630	2600-5580 (one stage)	5000-10600 (one stage)	8815-20300 (three stages)	15280-40510 (CS)	Draughtsman Gr-I (now known as Technical Officer) (Rs.11530-33200)	Asst. Executive Engineer (Rs.16150-42590)
Inspector of Survey & Land Records Dept.	1330-2630	2600-5580 (one stage)	5000-10600 (one stage)	7770-18575 (one stage)	15280-40510 (two stages)	Dy. Inspector of Survey & Land Records (Rs.12910-36700)	Asst. Director (Rs.18030-43630)

Comparison with Inspector of Survey and Land Records and Assistant Engineer of P.W.D are not appropriate, as the duties and responsibilities, level of supervision and area of jurisdiction are entirely different. The Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.26600-77030, corresponding to Rs.13660-38570.

**6. Drill Superintendent : Rs.13660-38570**  
No. of posts : 4

It is represented that this category is incharge for one Drilling Unit and carryout the drilling operations at fields and forests where mineral bearing area is to be identified. The drilling work at field is a very difficult task and sometimes, they have to put lives at risk. This category is equivalent to the post of Office Superintendent of this Department right from 1963 upto 2005 revision. In the PRC 2010, this post is assigned a pay scale of Rs.13660-38570, whereas Office Superintendent is assigned a higher pay scale of Rs.14860-39540. Hence, request is for a higher pay scale of Rs.14860-39540.

The following is the progression of pay scales of this category and comparable post:

Name of the category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Drill Superintendent	1330-2630	2600-5580	5000-10600 (CS)	7770-18575 (one stage)	13660-38570 (CS)	Drill Mechanic (Rs.10900 -31550)	Senior Driller (Rs.14860-39540)

Name of the category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Office Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Sr. Asst. (Rs.10900-31550)	Asst. Director (Rs.18030-43630)

As per service rules, this category is filled by direct recruitment and also by promotion from the category of Drill Mechanic who have put in not less than 3 years of service. For direct recruitment, one must possess a Diploma in Mechanical Engineering.

In view of the above and taking into consideration the qualifications, duties and responsibilities of this category, the Commission notices that the present pay scale is adequate, assigns a pay scale of Rs.26600-77030, corresponding to Rs.13660-38570.

**7. Superintendent : Rs.14860-39540**  
No. of posts : 53

It is stated that the Office Superintendent is performing a vital/crucial role in the day to day Office work and it is requested to re-designate the post of Superintendent in this Department as Administrative Officer and also to confer Gazetted status. It is further stated that post of Superintendent is re-designated as Administrative Officer in the Transport Department and the post of Superintendent is designated as Administrative Officer in Revenue Department. Further, the post of Superintendents of Police Department, Social Welfare and Commissioner of Printing are conferred Gazetted status.

The request of re-designation of the category of Superintendent as Administrative Officer and conferring the Gazetted status does not come under the purview of the Pay Revision Commission.

**8. Senior Driller : Rs.14860-39540**  
No. of posts : 1

It is represented that this category was created in the year 1970 to supervise all the drilling Units and this category was categorized as technical having heavy duties and responsibilities such as incharge of 5 Drilling Units, take up drilling operations and repairs, sending drill core for analysis of Assistant Geologist.

Hence request if for a higher pay scale of Rs.15280-40510, being technical and isolated post or at a higher pay scale of Rs.16150-42590.

As per service rules, issued in G.O.Ms.No.205, Industries and Commerce Department, dated.22-06-1999, this category is filled by promotion of Drill Superintendent with 3 years of service and one must possess a Diploma in Mechanical Engineering. This category forms feeder category to the post of Assistant Drilling Engineer.

The Commission notices that this category is a technical and isolated post having heavy duties of drilling operations and collection of drill core for analysis of Assistant Geologist, assigns a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, thus improved by one stage.

**9. Royalty Inspector : Rs.14860-39540**  
 No. of posts : 111

It is stated that the category is declared as Gazetted and is the 3<sup>rd</sup> level Gazetted post in the department. This category is a technical post and persons with B.Sc., (Geology) and some of them with M.Sc., (Geology) are also working in the department. The main duties of this category is to inspect Mines and Quarries, evaluation of Mineral deposits, conducting scientific field studies for location of new mineral deposits, Geological mapping etc. They have regulatory functions like preparation of the mineral assessment and collection of royalty.

It is further submitted that categories of Gazetted Assistant of Forest Department, Forest Range Officer, Sub-Registrar Gr-I who were on par with this category in 2005 in the pay scale of Rs.8385-19125. In 2010 revision, Gazetted Assistant and Sub-Registrar Gr-I was assigned a higher pay scale of Rs.16150-42590 and Forest Range Officer was assigned a higher pay scale of Rs.15280-40510, whereas this category was assigned a lower pay scale of Rs.14860-39540. In view of the above position, request is for higher pay scale of Rs.16150-42590.

Following is the progression of pay scales of this category and comparable posts:

Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)							
Royalty Inspector	650-1100	1330-2630	2525-5390/ 2600-5580 (A.C. 1995)	5000-10600	8385-19125	14860-39540	Technical Assistant (Rs.10900 -31550).	Assistant Geologist (Rs.18030-43630).
Forest Range Officer, Forest Dept.	700-1200	1380-2750	2750-5960	5300-11300	7770-18575/ 8385-19125 (A.C. 2008)	15280-40510	Deputy Range Officer (Rs.13660 -38570)	Assistant Conservator of Forest (Rs.20680-46960)
Sub-Registrar Grade I, Registration and Stamps Department	700-1200	1380-2750	2750-5960	5300-11300	8385-19125	16150-42590	Sub-Registrar Grade-II (Rs.14860 -39540)	Assistant I.G. of Registration & Stamps / District Registrar (Rs.19050-45850)

Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)							
Gazetted Assistant (Non-Technical) Forest Department	800-1450	1550-3050	2930-5960	5640-11300	8385-19125	16150-42590	Superintendent (Rs.14860-39540)	Accounts Officer (Rs.19050-45850)

As per service rules issued in G.O.Ms.No.205, Industries and Commerce Department, dated.22-06-1999, this category is filled by transfer of Technical Assistant. No person shall be eligible for appointment by transfer unless he has put in not less than 3 years of Service and have to pass Account Test for Executive Officers or Accounts Test for subordinate officers part-I and II. For direct recruitment, one must possess B.Sc., degree in Geology. This category forms feeder category to the post of Assistant Geologist (Rs.18030-43630).

Comparison with Forest Range Officer, Sub-Registrar Grade-I, Gazetted Assistant (Non-technical) is not valid, as the duties and responsibilities area of supervision are entirely different. However, the Commission assigns a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510 to this category, thus improved by one stage.

**10. Mineral Revenue Officer : Rs.16150-42590**  
No. of posts : 13

It is represented that this category and Asst. Geologist are in the pay scale of Rs.9285-21550 in 2005 revision. In 2010 revision, this category is assigned a lower pay scale of Rs.16150-42590 and Assistant Geologist is assigned a higher pay scale of Rs.18030-43630. Hence request is for a higher pay scale of Rs.18030-43630 on par with Assistant Geologist of Mines and Geology Department. The following are the progression of pay scales of this category and comparable post:-

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Mineral Revenue Officer	1550-3050	2930-5960	5980-12100	9285-21550	16150-42590	Superintendent (Rs.14860-39540)	Assistant Director (Admn.) (Rs.19050-45850)
Assistant Geologist	1550-3050	3340-6840	6350-13000	9285-21550	18030-43630	Royalty Inspector (Rs.14860-39540)	Assistant Director M&G (Rs.19050-45850)

As per service rules, this category is filled by transfer of Superintendent who have put in not less than 3 years of service and have passed Accounts Test for Executive Officer. This category forms feeder category to post of Assistant Director (Admn.).

Comparison with Assistant Geologist is not relevant, as the qualifications, duties and responsibilities are different. However keeping of duties of this category, the Commission assigns a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

<b>11. Assistant Mines Officer</b>	<b>:</b>	<b>Rs.16150-42590</b>
No. of Posts	:	5

It is stated that the duties of this category are multifarious. He has to look after the Mining works, inspection of Mines and Quarries and scrutiny of surveyed sketches prepared by the Surveyors and Mines Supervisors pertaining to two to three regions, i.e., 4 or more districts and also to supervise over and above 10 to 16 surveyors and two regional supervisors.

The duties of Asst. Geologist post is to inspect the mining leases and quarry leases and applied areas in one office or one divisional office and duties of the post of Geo-physicist of Ground Water Department is to explore the ground water exploration in one district. It is further stated that this category is a first level Gazetted in the department, whereas the Asst. Geologist post is a 2<sup>nd</sup> level Gazetted post.

It is further stated that this post was in existence from 1976 onwards and the qualifications prescribed for the post is a degree in Geology/ degree in Civil Engineering/ Mechanical Engineering or Diploma in Civil or Mining Engineering with passing of departmental test. The above categories were in the pay scale of Rs.9285-21550 in 2005 revision. In 2010 revision, this category was assigned a lower pay scale of Rs.16150-42590, whereas Assistant Geologist of this department and Assistant Geo-physicist of Ground Water Department were assigned a higher pay scale of Rs.18030-43630. In view of the above position, request is for a higher pay scale of Rs.18030-43630 on par with Asst. Geologist in this department and Asst. Geo-physicist in the Ground Water Department. The Director has also supported the above request.

According to service rules, issued in G.O.Ms.No.59, Industries and Commerce Department, dt.10-3-1998, appointment to this post is made by transfer from Supervisors one must have put in not less than 3 years, one must have passed in Account Test Part-I&II or Account Test of Executive Officers and must have passed departmental Test in Geology.

The following is progression of pay scales assigned to this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Assistant Mines Officer	1550-3050 (one stage)	3110-6380 (two stages)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	Mines Supervisor (Rs.13660-38570)	--
Asst. Geologist in Mines and Geology	1550-3050 (CS)	3310-6840 (two stages)	6350-13000	9285-21550 (CS)	18030-43630 (one stage)	Royalty Inspector (Rs.14860-38540)	Asst. Director (Rs.19050-45850)



Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Asst. Geo-Physicist of Ground Water Department	1550-3050 (one stage)	3310-6840 (one stage)	6350-13000	9285-21550 (CS) 10285-24200 (AC 2008) (one stage)	18030-43630 (CS)	Technical Assistant (Rs.16150-42590)	Assistant Director (Rs.19050-45850)

Comparison with Assistant Geologist of this department and Assistant Geo-Physicist of Ground Water Department is not valid, as the duties and responsibilities and qualifications are different. The Commission notices that this category is not having any promotional avenues, recommends a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630 i.e., one stage improvement.

**12. Chemist** : **Rs.18030-43630**  
No. of posts : 2

It is represented that this category was equivalent to Assistant Director (Mines). But PRC 2005 assigned a pay scale of Rs.9285-21550 to this category as well as the feeder category i.e., Assistant Geologist. A.C.2008 recommended a higher pay scale of Rs.10285-24200 in the light of the duties and responsibilities attached to this post and rectified the above anomaly. In the 2010 revision, this category was given a pay scale of Rs.18030-43630 on par with Assistant Geologist, instead of assigning the pay scale of Rs.19050-45850 on par with Assistant Director.

It is further represented that this category is feeder post to the Deputy Director (Chemistry). Similarly categories of Assistant Director (Administration) and Assistant Director of (Mines and Geology) are also feeder posts to the Deputy Director (Administration) and Deputy Director (Mines and Geology) respectively. Therefore, it is requested to rectify the above anomaly and to assign the scale of Rs.19050-45850 on par with Assistant Director, as both the categories are having historical parity.

Another request is for change of nomenclature of this category as Assistant Director (Chemistry).

The following are the progression of pay scales of this category and comparable post:-

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Chemist	1810-3230	3310-6840	6350-13000	10285-24200	18030-43630	Assistant Chemist (Rs.16150-42590)	Deputy Director (Chemistry) (Rs.21820-48160)
Assistant Director (Mines and Geology)	1980-3500	3640-7580	6950-14425	10285-24200	19050 - 45850	Assistant Geologist (Rs.18030-43630)	Deputy Director (Mines and Geology) (Rs.21820-48160)

As per service rules, issued in G.O.Ms.No.59, Industries and Commerce Department, dated.10-3-1998, this category is filled by direct recruitment, one must possess a M.Sc., degree or M.Tech., in Chemistry. No person shall be eligible for appointment by promotion unless he has put in less than 3 years of service in the category of Assistant Chemist.

Taking into consideration of the qualifications, duties and responsibilities, the Commission recommends the pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 on par with Assistant Director (Mines & Geology), thus improved by one stage.

<b>13. Assistant Director (Mines &amp; Geology)/</b>	<b>:</b>	<b>Rs.19050-45850</b>
<b>Assistant Director (Admin)/</b>		
<b>Assistant Director (Mines)/</b>		
<b>Assistant Director (Survey).</b>		
No. of posts	:	62

No anomaly has been pointed out.

As per service rules, the category of Assistant Director(Mines & Geology) is filled by promotion of Assistant Geologist/Assistant Geophysicist and Ore Dressing Office(not in existence). The category of Assistant Director (mines) is filled by direct recruitment, one must possess a degree in Mining Engineering and also filled by Assistant Drilling Engineer and one must have put in not less than 3 years of Service. The category of Assistant Director (Admin) is filled by transfer of Mineral Revenue Officer.

The above categories were in the pay scale of Rs.3640-7580, Rs.6950-14425 and Rs.10285-24200 in 1993, 1999 and 2005 revisions. The above categories were assigned a revised pay scale of Rs.19050-45850, thus benefited by one stage.

The Commission considers that the existing pay scale is adequate and therefore, assigns a pay scale of Rs.37100-91450, corresponding to 19050-45850.

<b>14. Deputy Director</b>	<b>:</b>	<b>Rs.21820-48160</b>
No. of Posts	:	12

It is stated that duties of this category is regulatory, such as processing of application for mining leases/ Prospecting licenses and sending reports to the Director at Regional Level comprising (3) or (4) districts, grant of quarry leases for minerals like road metal, napa slabs, grovel, fuller carts etc., conducting of inspectors of working and non-working mines etc. In view of the above position, request is for a higher pay scale of Rs.23650-49360 on par with Deputy Director of Ground Water Department.

The method of appointment to this category is by promotion from Assistant Director of Mines & Geology. One must possess M.Sc., or M.Tech., in

Geology or P.G. Degree in Applied Geology. The category of Deputy Director of Ground Water Department is filled by promotion of Asst. Director (Hydrology/Geophysics). One must possess M.Sc., (Tech), M.Tech., in Geology or P.G. Degree in applied Geology.

The pay scales of the Deputy Director of Mines and Geology and Deputy Director of Ground Water Department from time to time are as under:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Post
	Rs.						
Deputy Director (Mines and Geology)	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Asst. Director (Rs.19050 -45850)	Joint Director (Rs.25600-50560)
Deputy Director (Ground Water)	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	Asst. Director (Rs.19050 -45850)	Joint Director (Rs.27000-51760)

Keeping in view of the functions and responsibilities of this category, the Commission assigns to it a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

**15. Joint Director : Rs.25600-50560**  
No. of Posts : 7

It is stated that there is a variation in the pay scales sanctioned to Joint Directors of Mines & Geology and Joint Directors Ground Water Department though the educational qualifications are equal. The Association requested for suitable scale to this category.

The following is progression of Pay Scales of this category and comparable post.

Category	1986 Rs.	1993 Rs.	1999 Rs.	2005 Rs.	2010 Rs.
Joint Director, Mines & Geology	2690-4440	5040-8700	9600-16525	14600-29250	25600-50560
Joint Director, Ground Water	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760

The method of appointment to this category is by promotion from Deputy Director of Mines & Geology and one must have put in 3 years of service and one must possess M.Sc., in Geophysics or Geology or M.Tech., (Geology/Geophysics). The category of Joint Director of Ground Water Department is filled by promotion from the category of Deputy Director, one must possess P.G. Degree in Applied Geology or M.Sc.,/M.Tech., Degree in Geology.

The PRC notices that this category is having regulatory, inspection of working/non-working Mines & Quarries, duties of finalization of assessments

over 50 lakhs etc. Hence, the Commission assigns a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760 to this category, thus improved by one stage.

<b>16. Director</b>	:	<b>Rs.31550-53060</b>
No of posts	:	1

It is represented that this category is the head of the Department and key post for the effective implementation of Mineral Policies of the State Government. He acts as a coordinator in between the Secretariat and District/Regional offices of the Department and takes decisions for smooth conduct of Geology is not only concentrates on administration of employees but also interacting with various Scientific organizations related to the field of Geology, Mining and Mineral exploration. Periodical review meetings, seminars, workshops with the Central Government organizations to discuss various issues on mineral exploration.

The department is one of the major revenue earning department and as the head of the department has to supervise regional offices (8), district officers (34) in both promotion and regulatory functions and to curb leakage of mineral revenue. The Director is delegated with the powers under the following Rules and Acts.

1. Mines & Mineral (Regulation & Development) Act, 1957.
2. Mineral concession Rules, 1960
3. A.P. Minor Mineral Concession Rules, 1966.
4. A.P. Mineral Dealers Rules, 2000.

It is stated that this post had parity with Director of Ground Water Department up to 1986 revision and in 1993 revision, this post was assigned a lower scale of pay when compared to the Director of Ground Water department. The said disparity was continued in PRC 1999 revision also. Considering the duties and responsibilities the request is for assigning pay scale of Rs.41550-55660 on par with Director of Ground Water Department.

The Commission notices that this category is having multiple duties and responsibilities, have with wide range of Jurisdiction, looking after various acts. Hence assigns a pay scale of Rs.66330-108330, corresponding to Rs.34050-54360, thus improved by one stage.

### **23(d) SUGAR AND CANE COMMISSIONER DEPARTMENT**

The department is headed by the Commissioner/Director and he is assisted by a Joint Director and four Assistant Directors. The Deputy Cane Commissioner also functions under the control of the Commissioner of Sugar. The Commissioner of sugar is also ex-officio Registrar of Cooperative Societies functions in this field. The basic or field level functionaries are the Sugar Cane Inspectors and the Assistant Sugarcane Inspector in the sugarcane growing districts.

- 1. Cane Regulation Inspector (CRI) : Rs.16150-42590**  
No. of posts : 3

It is represented that before the formation of Sugar Department, the duty of Cane Regulation Inspector was performed by the Agriculture Officer on temporary basis as possession of knowledge and experience in Sugarcane is a pre-requisite for the post of Cane Regulation Inspector as per the A.P. Sugarcane (RS&P) Act 1961. Since then this post is being treated on par with the Agriculture Officer in Agriculture Department in terms of pay scale and other allowances. But this category cannot be compared with the post of Agriculture Officer of Agriculture Department except the basic educational qualification B.Sc., (Agri). Further stated that the job chart and area of jurisdiction of this category are entirely different from that of A.O. of Agriculture Dept., as follows:-

<b>AGRICULTURE OFFICER</b>	<b>CANE REGULATION INSPECTOR</b>
Mode of Recruitment: is based on the Marks secured in the B.Sc., (Ag) & Seniority at Zonal level	Directly recruited only through competitive examination by APPSC with the basic qualification of B.Sc., (Agri) at State Level as per the section 11 of A.P. Sugarcane (Regulation of Supply & Purchase) Act and Rules 1961.
2. Area of Jurisdiction: including one Revenue Mandal of a District within the Zone	Area of Jurisdiction includes 10 to 25 Mandals of one or more districts of different zones.
3. Field Staff & Span of Control: one or two AEOs are working under AO at Field Level in a Mandal	Each CRI has to regulate Factory Zone consisting of 8 to 12 Agriculture Officers and 45 to 60 sugar factory Field Staff for implementing Sugarcane Development Works.

It is further stated that besides the regular work of enforcement of the Act like A.P. Sugarcane (RS&P) Act 1961, Sugarcane Control Order 1966, this category has to attend and implement the cane development schemes like crop cutting experiments, seed village programme, Marco Management of Agriculture, APMIP, Cane Development Council works with the help of sugar factory field staff in the factory zone. Hence, request is to assign a higher pay scale of Rs.19050-45850 on par with Assistant Director (Agriculture).

According to service rules, the post of Cane Regulation Inspector is to be filled in by direct recruitment and the qualification is B.Sc., (Agl). The pay scales assigned to this category and comparable posts in the earlier PRCs are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Cane Regulation Inspector	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	--	Assistant Cane Commissioner (Rs.19050-45850)
Agricultural Officer	--	3110-6380	5980-12100	9285-21550	16150-42590	AEO Gr-I (Rs.15280-40510)	Assistant Director (Rs.19050-45850)
Assistant Director Agriculture	1980-3500	3640-7580	6950-14425	10285-24200/ 10845-25600 (A.C.2008)	19050-45850	Agriculture Officer (Rs.16150-42590)	Deputy Director (Rs.23650-49360)

Keeping in view of the nature of duties and area of jurisdiction, this category cannot be compared with the post of Asst. Director of Agriculture. In fact, this category was having parity with Agriculture Officer in successive PRCs and PRC 2010 assigned it a pay scale of Rs.16150-42590 to it on par with Agriculture Officer.

Keeping in view the overall parity with the equivalent post, the Commission assigns the pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

**2. Assistant Cane Commissioner : Rs.19050-45850**  
No. of posts : 1

The Association has furnished a Job Chart comparing the area of jurisdiction and duties of this category versus that of Assistant Director of Agriculture as follows:

Asst. Director of Agriculture	Asst. Cane Commissioner
1. Mode of recruitment is based on the promotion from the post of Agriculture Officer within the Zone	It is based on promotion from the post of Cane Regulation Inspector at State Level
2. Area of jurisdiction includes 3 to 5 Mandal of One Revenue Division of same district	The area of jurisdiction includes District Level or 3 to 4 Districts.
3. Nature of duties of ADA mainly include the implementation of various Agriculture Development schemes through different extension techniques with the help of Agrl. Officers & Field Staff.	The nature of duties of ACC mainly include effective enforcement of provisions of A.P. Sugarcane (RS&P) Act and Rules, 1961, Sugarcane Control Order, 1966 and A.P. Khandasari manufacturing order, 1975. Also implements crop cutting experiments, Seed Village Programme, Macro Management of Agriculture APMIP, and Act as Ex. Officio Secretary for Cane Development Councils in one or more districts within the zones of the factories located in the respective district.

<b>Asst. Director of Agriculture</b>	<b>Asst. Cane Commissioner</b>
4. Field Staff & Span of Control: He has to co-ordinate and extract work from 3 to 5 Agrl. Officers along with 8 to 10 AEOs working under ADA	Each Asst. Cane Commissioner has to co-ordinate and extract work from 3 to 5 Cane Regulation Inspectors of the Dept., 30 to 40 Agriculture Officers and 250 to 300 field staff of the sugar factories in his jurisdiction covering one or two Districts.

In view of the above position, request is for a higher pay scale of Rs.23650-49360 on par with Deputy Director of Agriculture Department. The post of Assistant Cane Commissioner is filled by promotion from the category of Cane Regulation Inspector.

Following are the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Cane Commissioner	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Cane Regulation Inspector (Rs.16150-42590)	Deputy Cane Commissioner (Rs.23650-49360)
Assistant Director Agriculture	1980-3500	3640-7580	6950-14425	10285-24200/ 10845-25600 (A.C., 2008)	19050-45850	Agriculture Officer (Rs.16150-42590)	Deputy Director (Rs.23650-49360)
Deputy Director Agriculture	2410-4050	4400-8700	8400-16525	12385-27750/ 13390-28500 (A.C.)	23650-49360	Assistant Director (Rs.19050-45850)	Joint Director (Rs.27000-51760)

Keeping in view of the nature of duties and area of jurisdiction, the post of Asst. Cane Commissioner cannot be compared with the post of Deputy Director of Agriculture. This category is having parity with Assistant Director of Agriculture Department, PRC 2010 had assigned a pay scale of Rs.19050-45850 to it on par with Assistant Director (Agriculture).

Keeping in view the parity is equivalent, the Commission assigns the pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by one stage.

**3. Deputy Cane Commissioner : Rs.23650-49360**  
No. of posts : 1

The Association has furnished a job chart comparing the area of jurisdiction and duties of this category versus the Deputy Director of Agriculture as follows:

<b>Deputy Director of Agriculture</b>	<b>Deputy Cane Commissioner</b>
1. Area of jurisdiction is one Revenue Division Level	He is only representative of Sugar Department at "State Level"

<b>Deputy Director of Agriculture</b>	<b>Deputy Cane Commissioner</b>
2. Nature of duties include the implementation of various Agriculture Development programmes at Revenue division level by co-ordinating the developmental functionaries at Revenue Divisional Level.	Nature of duties include effective enforcement of provisions of A.P. Sugarcane (RS&P) Act and Rules, 1961, Sugarcane Control Order, 1966 by co-ordinating the ACC & CRI at district level as well as Sugar factory executives for the development of sugar industry in the State.

In view of the above position, request is for a higher pay scale of Rs.34050-54360 on par with Additional Director, Agriculture.

The post of Deputy Cane Commissioner is filled by promotion from the category of Assistant Cane Commissioner. Following is the progression of this category and comparable posts in the earlier PRCs are as follows:

<b>Category</b>	<b>1986</b>	<b>1993</b>	<b>1999</b>	<b>2005</b>	<b>2010</b>	<b>Feeder category</b>	<b>Promotion category</b>
	<b>(Rs.)</b>						
Deputy Cane Commissioner	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	Assistant Cane Commissioner (Rs.19050-45850)	--
Deputy Director Agriculture	2410-4050	4400-8700	8400-16525	12385-27750/ 13390-28500 (A.C.)	23650-49360	Assistant Director (Rs.19050-45850)	Joint Director (Rs.27000-51760)
Additional Director Agriculture	3090-5140	6610-9820	12550-18625	19675-30765	34050-54360	Joint Director (Rs.27000-51760)	--

Keeping in view of the nature of duties and area of jurisdiction, the post of Deputy Cane Commissioner cannot be compared with the post of Additional Director of Agriculture. In fact this category was having parity with Deputy Director of Agriculture Department in earlier revisions. The Commission considers the present pay scale of this category to be adequate and assigns to it the pay scale of Rs.46060-98440, corresponding to Rs.23650-49360.



## **24(a) IRRIGATION AND COMMAND AREA DEVELOPMENT DEPARTMENT**

The department caters to irrigation development of the State of Andhra Pradesh and thus helps in providing water to the crops through the system comprising of reservoirs, canals and other infrastructure. The department deals with Engineering activities viz., Investigation, Research, Design, Execution, Quality control of different projects, Head works, Canals and Canals structure. The works of department are divided into three groups: Major Irrigation, Medium Irrigation and Minor Irrigation depending upon the magnitude and purpose. The department has about 7 thousand Engineers serving in various cadres, apart from supporting staff and spends a major portion of the State budget in its endeavor to serve people by meeting ever changing irrigation needs.

It is stated that keeping in view of the nature of duties and responsibilities which are technical nature in Irrigation Department, the Associations have requested separate pay scales to the following categories, duly detached them from common categories.

<b>1. Record Assistant/ Roneo Operator</b>	:	<b>Rs.7740-23040</b>
No. of posts	:	330
<b>2. Store Keeper Grade-III/ Junior Asst./Junior Stenographer/ Typist/Telephone Operators</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	3514
<b>3. Store Keeper Grade-II/ Senior Assistant / Senior Stenographer</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	2526
<b>4. Store Keeper Grade-I/ Special Category Stenographer</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	14
<b>5. Superintendent</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	458

As seen from the above, all these categories are come under common categories. Hence, these categories will be examined under common categories along with other departments.

Further, it is requested to provide the provisions for promotional avenues to the category of Superintendent by transfer as Divisional Accounts officer. This request does not come under the purview of the Commission.

<b>6. Irrigation Conservancy Assistant</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	234

It is represented that this category is responsible for operation and maintenance of irrigation net work and water management. His role is crucial

when there is scarcity of water. He is a bridge between the Irrigation Officers and ayacutdars of the canal under his supervision. He prevents illegal tapping of water and assists the Engineers in preparation of water budgeting and schedule of water release. He collects daily water reports and rainfall data. He maintains ayacut registers, pipe registers and ayacut plan.

It is further stated that the orders were issued in G.O.Ms.No.98, Irrigation and CAD (Services-IX) Department, dated.21.11.2006 amending Andhra Pradesh Engineering Sub-ordinate Service Rules. According to these rules the post of Irrigation Conservancy Assistant is filled in by direct recruitment or by promotion from Work Inspectors with experience in buildings or irrigation works for five years. The qualification for direct recruitment is Intermediate. It was also ordered therein removing this from the feeder category to the post of Lock and Wharf Superintendent.

Request is for a higher pay scale of Rs.9460-27000 on par with Junior Technical Officer (formerly Draughtsman Gr-III) in Irrigation Department or to implement the time scale Rs.1010-1800 from 1986 PRC onwards as per APAT orders.

The pay scale of this category and comparative post from time to time is as under:

Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.							
Irrigation Conservancy Assistant	410-625	910-1625 (Q)/ 810-1420 (UQ)	1665-3200	3130-6150	4825-10845	8440-24950	Work Inspector	Assistant Engineer (Rs.15280-42590)
Junior Technical Officer (formerly Draughtsman Gr-III)	500-800	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700	Technical Assistant (formerly Tracer) (Rs.8440-24950)	Asst. Technical Officer (formerly known as Draughtsman Grade – II) (Rs.11530-33200)

Comparison with Jr. Technical Officer is not appropriate, as the duties and responsibilities are different. The Commission, however, assigns a pay scale of Rs.17890-53950, corresponding to Rs.9200-27000 to this category, thus improved by one stage, duly considering the fact that this category is having meagre promotional chances and conducts out extensive field work to provide irrigation to farmers.

Request for sanction of Risk Allowance for Rs.3000/- p.m., as this category has to patrol along canal banks beyond normal hours during crop season and more particularly during floods, is dealt within the relevant chapters of Vol-I of the report.

**7. Lock and Wharf Superintendent : Rs.8440-24950**

No. of posts : 116

It is represented that this category looks after the safety and maintenance of the lock. He regulates the water supply main canal at Locks and Head Sluices. He controls and supervises the work charged employees under his control. He interacts with riots and ayacutdars who visit locks and informs them about the water supply to the ayacut. He assists Engineers in preparation of works estimates and execution of public works, and measures rain fall and records rainfall at nearly forty five rain gauge stations attached to their locks.

Orders were issued in G.O.Ms.No.98, Irrigation and CAD (Services-IX) Department, dated.21.11.2006 amending Andhra Pradesh Engineering Sub-ordinate Service Rules. According to these rules the post of Lock and Wharf Superintendent is filled in by direct recruitment or by promotion from Telephone Gumastha. The qualification for direct recruitment is Intermediate. The qualification is SSC in case of those who are demobilized for from any of the Defense Services viz., Navy/Army/Air force. In respect of others it is Intermediate.

It is requested to assign a pay scale of Rs.10900-31550 on par with Senior Assistant. Another request is to provide a promotion channel as Senior Assistant by earmarking a suitable ratio after passing departmental tests and a provision be made in the rules giving an option to be converted as Junior Assistants. Another request is for providing promotional avenues to the post of Assistant Executive Engineer on acquiring Diploma in Engineering.

The pay scale of this post and comparable post from time to time is as under:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Lock and Wharf Supdt.	950-1670	1745-3420	3290-6550	4825-10845	8440-24950	Telephone Gumastha (Rs.7520-22430)	Assistant Engineer (Rs.15280-42590)
Senior Assistant	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Junior Assistant (Rs.8440-24950)	Superintendent (Rs.14860-39540)

Keeping in view the arduous nature of work and responsibilities of this category, the Commission recommends a pay scale of Rs.17890-53950, corresponding to Rs.9200-27000, thus improved by one stage.

**8. Non-Technical Personal Asst., to Engineer-in-Chief/Chief Engineer/ Superintendent Engineer In Engineer-in-Chief**

No. of posts : 71

It is stated that the Non-Technical Personal Assistant to Engineer-in-Chief / Chief Engineer / Superintending Engineer in day to day administration.

He is the drawing and disbursing officer. He regulates Budget releases through letter of credits and exercises power of re-appropriation of funds other than those covered by Letter of Credit whenever necessary. This category and Dy. Executive Engineer were in the same scale of pay till 1999 revision. In 2005 & 2010 revisions, this category is assigned the pay scales of Rs.10285-24200 and Rs.18030-43630, whereas the Deputy Executive Engineer is assigned pay scales of Rs.10845-25600 and Rs.19050-45850. Hence, request is for a pay scale of Rs.19050-45850 on par with Deputy Executive Engineer.

According to service rules, issued in G.O.Ms.No.32, Irrigation & CAD (Ser. IX) Department, dt:12-04-2010, this category is filled in by appointment by transfer of Superintendents of Irrigation & Command Area Development Department including Superintendents of Administration wing of Engineer-in-Chief (Administration).

The pay scales of this category and comparable post from time to time are given below:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Non Technical Personal Assistant	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630
Dy. Executive Engineer	1980-3500	3640-7580	6950-14425	10845-25600	19050-45850

Comparison with the D.E.E. is not appropriate which is a technical post. However, considering the duties and responsibilities, the Commission assigns a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to this category, thus improved by one stage.

#### **Engineering Sub-ordinate Service:**

#### **9. Printing Technician (Formerly known : Rs.7520-22430 as Blue Print operator)**

No. of posts : 328

It is stated that the post of printing Technician is borne on the establishment of Engineering Subordinate Service Rules (APESS). It is stated that the duties of this category are hazardous to the health, when compare to the contemporary cadres such as Roneo Operator, Duplicating machine operator, Lift operator, etc., and the Ammonia Gas is injurious to health particularly to the eyes of the Printing Technicians. Hence, it is requested to assign a pay scale of Rs.7740-23040, duly taking into risky nature of duties, other request is for sanction of Rs.300/- p.m., as Risk allowance for this category.

Statement showing pay scales from time to time, feeder and promotion categories for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Printing Technician (Formerly Blue Print Operator)	740-1150	1425-2525	2650-4850	4260-9520	7520-22430	--	Technical Assistant (Rs.8440-24950)
Technical Assistant (Formerly known as Tracer)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950	Printing Technician (Rs.7520-22430)	Junior Technical Officer (Rs.9460-27700)

According to service rules, this category is filled in by direct recruitment, qualification prescribed for this post is 10<sup>th</sup> class with three months experience in blue print technology.

The Commission considers the pay scale of this category to be adequate and assigns a pay scale of Rs.14600-44870, corresponding to Rs.7520-22430.

The request is for sanction of Risk Allowance is dealt within the relevant chapters of Volume-I of the report.

**9. Technical Assistant : Rs. 8440-24950**  
**(Formerly known as Tracer)**  
 No. of posts : 899

It is stated that the post of Technical Assistant is filled by direct recruitment and by promotion from the category of Printing Technicians. The qualifications prescribed are SSC and ITI certificate in Draughtsman (Civil/Mechanical).

In view of nature of duties of this category, request is for a pay of Rs.9460-27700. Statement showing pay scales from time to time, for this post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Technical Assistant (Formerly known as Tracer)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950	Printing Technician (Rs.7520-22430)	Junior Technical Officer (Rs.9460-27700)

According to service rules, this category is filled in by direct recruitment and by promotion of Printing Technician. Qualification prescribed for the post is SSC with ITI certificate in Draughtsman (Civil/Mechanical). This category forms feeder category to the post of J.T.O. (Rs.9460-27700).

The following are the qualifications and pay scale prescribed for Technical Assistant and for categories coming under new common categories possessing ITI qualification from 1978 onwards.

Category	Qualifications	1978	1986	1993	1999	2005	2010
		(Rs.)					
Technical Assistant (Formerly Tracer)	10 <sup>th</sup> class with ITI	450-700	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Electrician	7 <sup>th</sup> class with ITI	350-550	1010-1800	1875-3750	3550-7150	5200-11755	9200-27000
Painter	7 <sup>th</sup> class with ITI	350-550	1010-1800	1875-3750	3550-7150	5200-11755	9200-27000
Mechanic	7 <sup>th</sup> class with ITI	475-760	1010-1800	1875-3750	3550-7150	5200-11755	9200-27000
Shoe maker	7 <sup>th</sup> class with ITI	500-800	1010-1800	1875-3750	3550-7150	5200-11755	9200-27000
Wiremen	8 <sup>th</sup> class with ITI	410-625	1010-1800	1875-3750	3550-7150	5200-11755	9200-27000
Radio Technician	10 <sup>th</sup> class with ITI	500-800	1010-1800	1875-3750	3550-7150	5200-11755	9200-27000

In view of the qualifications of SSC with ITI certificate in Draughtsman (Civil/Mechanical), duties and responsibilities of technical in nature, the Commission recommends a pay scale of Rs.17890-53950, corresponding to Rs.9200-27000, thus improved by one stage.

**10. Junior Technical Officer : Rs.9460-27700**  
**(formerly Draughtsman Gr-III)**  
 No. of posts : 1244

It has stated that this category scrutinizes the estimates to ensure accuracy in evaluating the cost structure prepares tender schedules and estimates etc. This category has drawn higher pay scales when compare to Senior Assistant in the earlier PRCs. In view of nature of duties, request is to assign pay scale of Rs.12910-36700.

Statement showing pay scales from time to time, feeder and promotion category for this post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Technical Officer	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700	Technical Assistant (Rs.8440-24950)	Assistant Technical Officer (Rs.11530-33200)

According to service rules, this category is filled by direct recruitment, the minimum qualification prescribed for the post is SSC and 3 years diploma or SSC with ITI certificate in Draughtsman (Civil/Mechanical) and one year apprenticeship qualification and by promotion from the category of Technical Assistant and by direct recruitment from Work Charged Establishment with prescribed qualification.

In view of the qualifications, duties and responsibilities of technical in nature, the Commission recommends to this category a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200, thus improved by three stages.

**12. Assistant Technical Officer : Rs.11530-33200**  
**(formerly Draughtsman Gr-II)**

No. of Posts : 251

It is stated that Assistant Technical Officer deals with the disputes between the contractors and department and legal cases besides scrutiny of estimates, tenders and agreements etc. In view of nature of duties of this category, request is to assign a pay scale of Rs.16150-42590.

Following is the progress of pay scales.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Technical Officer	1150-2110	2315-4880	4430-9300	6505-15025	11530-33200	Junior Technical Officer (Rs.9460-27700)	Technical Officer (Rs.15280-40510)

The post of Assistant Technical Officer is filled in by promotion from the category of Junior Technical Officer. The qualification for appointment by promotion are Diploma in Civil, Mechanical Engineering or a Trade Certificate in Draughtsman (Civil Courses) or Draughtsman (Mechanical Course) or an ITI or Intermediate Vocational Course Certificate with English, Mathematics, Applied Sciences, Engineering Drawing, Engineering Mechanics, Roads, Construction materials, Estimates and quality and Civil Engineering.

In view of the qualifications, duties and responsibilities of technical in nature, the Commission recommends to this category a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by two stages.

**13. Technical Officer : Rs.15280-40510**  
**(formerly Draughtsman Grade-I)**

No. of posts : 460

It is stated that this post is the Section Head in drawing branch in all Engineering Divisions and circles. The duties and responsibilities of this category has to scrutinize the work done by 3 to 5 Junior Technical Officers and 1 to 4 Assistant Technical Officer in Divisions and Circles. He is responsible for the accuracy of the pricing of the estimates, drafting tender schedules, agreement bonds and arbitration and other technical matters. He is the final authority for scrutinizing the technical matters at Technical Section level in finalizing processing estimates within the competency of the Executive Engineer and Superintending Engineer for sanction. In division level, the Technical Officer will act as Technical P.A. to Executive Engineer on technical matters. Hence, it is requested equal pay scales to this category on par with

Draughtsman Gr-I of other Engineering Departments and Heads of Departments. Another request is for a higher pay scale.

Statement showing pay scales from time to time, feeder and promotion category for this post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Technical Officer (formerly Draughtsman Gr-I)	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Asst. Technical Officer (formerly Draughtsman Gr-II) (Rs.11530-33200)	Technical Officer Special Grade (formerly Draughtsman Special Grade) (Rs.16150-42590)

According to service rules, this category is filled in by promotion from the category of Assistant Technical Officer. The qualification for appointment to this post is by promotion are Diploma in Civil, Mechanical Engineering or a Trade Certificate in Draughtsman (Civil Courses) of Draughtsman (Mechanical Course) or an ITI or Intermediate Vocational Course Certificate with English, Mathematics, Applied Sciences, Engineering Drawing, Engineering Mechanics, Roads, Construction materials, Estimates and quality and Civil Engineering.

Keeping in view the duties and responsibilities, the Commission recommends a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590 to this category on par with Assistant Engineer/Technical Officer of other Engineering departments, thus benefitted by one stage.

**14. Technical Officer : Rs.16150-42590**  
**(Special Grade)**  
 No. of posts : 15

The Association has represented that Technical Officer (Special Grade) is filled in by promotion of Technical officer. The qualification for appointment by promotion are Diploma in Civil, Mechanical Engineering or a trade certificate in Draughtsman(Civil/Mechanical) or an ITI or intermediate Vocational Course certificate with English, Maths, Applied Science, Engineering Drawing, Engg. Mechanics and Civil Engg. In view of nature of duties of Technical Officer (Special Grade), request is for pay scale of Rs.21820-48160 in the RPS 2010.

Following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Technical Officer (Special Grade)	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	Technical Officer (Rs.15280-40510)	--



According to service rules, this category is filled in by promotion from the category of Technical Officer. The qualification for appointment to all these posts by promotion are Diploma in Civil, Mechanical Engineering or a Trade Certificate in Draughtsman (Civil Courses) or Draughtsman (Mechanical Course) or an ITI or Intermediate Vocational Course Certificate with English, Mathematics, Applied Sciences, Engineering Drawing, Engineering Mechanics, Roads, Construction materials, Estimates and quality and Civil Engineering.

Considering the qualifications, duties and responsibilities, the Commission recommends a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to this category on par with Assistant Executive Engineer of other Engineering Departments, thus improved by two stages.

#### **ENGINEERING SERVICE:**

The Association has requested for implementation of the Task Force Committee recommendation and which would improve the service conditions of the Engineers.

Sl. No.	Category	Pay Scale recommended by 9 <sup>th</sup> PRCs (Rs.)	Pay Scale recommended by TFC (Rs.)
1	Assistant Executive Engineer	16150-42590	20680-46960
2	Dy. Executive Engineer	19050-45850	25600-50560
3	Executive Engineer	23650-49360	29200-53060
4	Superintending Engineer	31550-53060	34050-54360

**15. Assistant Engineer : Rs.15280-40510**  
**No. of Posts : 2747**

It is represented that the duties of Assistant Engineers and Assistant Executive Engineers are one and the same as both categories are head of the Sections. Both the Assistant Engineer and Assistant Executive Engineer are recruited through the Andhra Pradesh Public Service Commission and forms feeder category to the posts of Deputy Executive Engineers. Though the minimum qualifications for the post of Assistant Engineer is Diploma and many Graduate Engineers and Post Graduate Engineers are selected and working Assistant Engineers. It is requested for pay scale of Rs.16150-42590 on par with Asst. Executive Engineer and it is stated that Task Force Committee recommended a pay scale of Rs.18030-43630.

The Commission recommends a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590 to this category, thus benefited by one stage, keeping in view of duties and responsibilities of technical in nature and this category being the basic level functionary unit for investigation and execution of works.

<b>16. Assistant Executive Engineer</b>	:	<b>Rs.16150-42590</b>
No. of posts	:	3098
<b>17. Deputy Executive Engineer</b>	:	<b>Rs.19050-45850</b>
No. of posts	:	1578
<b>18. Executive Engineer</b>	:	<b>Rs.23650-49360</b>
No. of posts	:	445
<b>19. Superintending Engineer</b>	:	<b>Rs.31550-53060</b>
No of posts	:	<b>88 (including 4 supernumerary posts)</b>
<b>20. Chief Engineer</b>	:	<b>Rs.41550-55660</b>
No. of posts	:	33
<b>21. Engineer in Chief</b>	:	<b>Rs.44740-55660</b>
No. of posts	:	5

It is represented that the Engineers working in various Engineering Departments are contributing to Government in developmental initiatives, priorities and trust areas such as the infrastructure, Engineering, science and technology sectors and also in the implementation and successful completion of all the developmental projects of the Government. In view of the indispensable contributions of the Engineers to the development of the State and in view of the interest of justice, equity and fair play, the recommendation of the Task Force committee and the Board of Chief Engineers are reasonable.

The requests for assigning higher pay scales and to implement the recommendations of the Task Force Committee are as below:

Sl. No.	Designation	Recommendation of Task Force Committee	Pay scale demanded by the Engineers
1	Assistant Executive Engineer	20680-46960	21820-48160
2	Deputy Executive Engineer	25600-50560	27000-51760
3	Executive Engineer	29200-53060	34050-54360
4	Superintending Engineer	34050-54360	41550-55660
5	Chief Engineer	41540-55660	44740-60000
6	Engineer-in-Chief	44740-55660	58590-85000

The following are the pay scales of various categories from time to time:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Asst. Executive Engineer	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	--	Dy. EE (Rs.19050-45850)
Dy. Executive Engineer	1980-3500	3640-7580	6950-14425	10845-25600	19050-45850	AEE (Rs.16150-42590)/ AE (Rs.15200-40510)	Executive Engineer (Rs.23650-49360)
Executive Engineer	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360	Dy. EE (Rs.19050-45850)	SE (Rs.31550-53060)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Superintending Engineer	2880-4930	5770-9260	10950-17575	18025-30765	31550-53060	Executive Engineer (Rs.23650-49360)	Chief Engineer (Rs.41550-55660)
Chief Engineer	3580-5380	7580-10100	14425-19150	23500-30765	41550-55660	SE (Rs.31550-53060)	ENC (Rs.44740-55660)
Engineer-in-Chief	5000-6200	8140-10380	15475-19675	25600-30765	44740-55660	Chief Engineer (Rs.41550-55660)	--

According to service rules, as per G.O.Ms.No.32, I&CAD (Ser. IX) Department, dt:12-04-2010, the category of AEE is filled in by direct recruitment must possess a Bachelor Degree in concerned Engineering subject.

The post of Deputy Executive Engineer is filled in by promotion from the category of Assistant Executive Engineer. The 11<sup>th</sup> and 23<sup>rd</sup> vacancies in a cycle of 24 vacancies are meant for the post graduates and the same shall be filled up with the eligible Post Graduate Assistant Executive Engineer only irrespective of their batch. By appointment by transfer of Assistant Engineers in the A.P. Irrigation Engineers Sub-ordinate Services and by appointment by transfer of Technical Officer (Special Grade) and Technical Officer from a combined seniority list with reference to the date of appointment to the category of Technical Officer.

The post of Executive Engineer is filled in by promotion from the category of Deputy Executive Engineer. The post of Superintending Engineer is filled in by promotion from the category of Executive Engineer. The post of Chief Engineer is filled in by promotion from the category of Superintending Engineer. The post of Engineer-in-Chief is filled in by promotion from the category of Chief Engineer.

In view of the service conditions of the Engineers and also keeping in view of the duties and responsibilities of technical and executive in nature and also the recommendations of the Task Force Committee made in this behalf, the Commission recommends the following pay scales.

Assistant Executive Engineer	: Rs.37100-91450, corresponding to Rs.19050-45850 (improved by two stages)
Deputy Executive Engineer	: Rs.42490-96110, corresponding to Rs.21820-48160 (improved by two stages)
Executive Engineer	: Rs.49870-100770, corresponding to Rs.25600-50560 (improved by one stage)

Superintending Engineer	: Rs.66330-108330, corresponding to Rs.34050-54360 (improved by one stage)
Chief Engineer	: Rs.80930-110850, corresponding to Rs.41550-55660 (corresponding scale)
Engineer in Chief	: Rs.87130-110850, corresponding to Rs.44740-55660 (corresponding scale)

The above recommendations will equally apply to similar categories of Engineers working in the Irrigation (Projects) Department, Roads and Buildings, Municipal and Public Health Engineering, Panchayat Raj Engineering, Rural Water Supply and Sanitation Department, Tribal Welfare Engineering Departments.

## **24(c) GROUND WATER DEPARTMENT**

The Ground Water Department was established in March 1971, to take up Minor Irrigation schemes based on scientific estimation of ground water resource and to evaluate Minor Irrigation schemes like sinking of wells and energizing of wells with pump sets. The Department is headed by the Director at the State Level and at the district level headed by Deputy Director. At the State level the Director is assisted by two Joint Directors, three Deputy Directors (Hydrogeology), three Deputy Directors (Hydrology) and One Deputy Director (Geophysics). The Ground Water Department comprises of three wings and every wing is a separate unit for purpose of appointment, seniority etc. The wings are (i) Geophysics Wing (ii) Hydrology Wing and (iii) Hydrogeology Wing.

<b>1. Draughtsman Grade – II</b>	<b>:</b>	<b>Rs.9460-27700</b>
No. of posts	:	5
<b>2. Draughtsman Grade - I</b>	<b>:</b>	<b>Rs.11530-33200</b>
No. of posts	:	1

It is stated that there is a parity with Irrigation Department for the categories of Assistant Technical Officer (formerly known as Draughtsman Gr-II) (Rs.11530-33200) and Technical Officer (formerly known as Draughtsman Gr-I) (Rs.15280-40510). The duties and responsibilities of above said posts in both the Departments are same. But the pay scales assigned to these posts are varied from 1999 Pay Revision Commission.

The following statement shows the pay scale assigned from time to time.

<b>Ground Water Department</b>						
<b>Category</b>	<b>1993</b>	<b>1999</b>	<b>2005</b>	<b>2010</b>	<b>Feeder Category</b>	<b>Promotion Category</b>
	<b>(Rs.)</b>					
Draughtsman Grade – II	1975-4010	3750-7650	5470-12385	9460-27700	Tracer (Rs.8440-24950)	Draughts Man Grade-I (Rs.11530-33200)
<b>I &amp; CAD Department</b>						
Asst. Technical Officer (formerly known as Draughts Man Grade – II)	2315-4880	4430-9300	6505-15025	11530-33200	Junior Technical Officer (Rs.9460-27700)	Technical Officer (Rs.15280-40510)
<b>Ground Water Department</b>						
Draughtsman Grade - I	2315-4880	4430-9300	6505-15025	11530-33200	Draughtsman Grade-II (Rs.9460-27700)	
<b>I &amp; CAD Department</b>						
Technical Officer (Formerly known as Draughts Man Grade – I)	2600-5580	5000-10600	8815-20300	15280-40510	Assistant Technical Officer (Rs.11530-33200)	Technical Officer Special Grade (Rs.16150-42950)

According to service rules, issued in G.O.Ms.No.357, I&CAD Department, dt.4-12-1992 appointment to the category of Draughtsman Grade-I is by promotion from the category of Draughtsman Grade-II. Appointment to the category of Draughtsman Grade-II is by promotion from the category of Tracer. However, it is specified in G.O.Ms.No.120, I&CAD Department, dt.12.6.1998 that the qualification for appointment by promotion to the category of Draughtsman Grade-II is a pass in trade test in Draughtsman (Civil course) or Draughtsman (Mechanical Course) of any I.T.I. in the State or its equivalent examination or a pass in the Intermediate Vocational Course Certificate issued by the Board of Intermediate Education with nine specified subjects. The qualifications thus appear to have been brought on par with those prescribed in Engineering Departments.

In view of the above, the Commission recommends for continuing the existing parities on par with Junior Technical Officer (formerly Draughtsman Gr-III) and Assistant Technical Officer (formerly Draughtsman Gr-II) in Irrigation Department and assigns pay scales of Rs.22460-66330, corresponding to Rs.11530-33200 (improved by three stages) to Draughtsman Grade-II and Rs.24440-71510, corresponding to Rs.12550-35800 to Draughtsman Grade-I (improved by two stages).

Further, the Association also represented that the posts of Tracer and Draughts Man Grade-I/II in the Engineering Department and I&CAD Department are re-designated as Technical Assistant and Technical Officer/Asst. Technical Officer.

Present Designation	Re-designation Recommended by Chief Engineers
Blue Print Operator	Printing Technician
Tracer	Technical Assistant
Draughtsman Grade – III	Junior Technical Officer
Draughtsman Grade – II	Asst. Technical Officer
Draughtsman Grade – I	Technical Officer
Draughts Man (Special Grade)	Technical Officer (Special Grade)

The Association also requested the Commission to change the nomenclature of the posts of Tracer, Draughtsman, Blue Print Operator on par with Engineering Department.

The request of re-designation of the posts does not come under the purview of the Pay Revision Commission.

**3. Driller : Rs.15280-40510**  
**No. of post : 22**

No anomaly has been pointed out, but request is for a pay scale of Rs.18030-43630.

As per service rules, this category is filled by direct recruitment and by promotion of Assistant Driller and one must possess Diploma in Mechanical Engineering.

Following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Driller	1330-2630	2600-5580	5000-10600	7770-18575	15280-40510	Assistant Driller (Rs.9460-27700 (P)/9200-27000 (FE))	Assistant Executive Engineer (Rs.16150-42590)

The 2010 Pay Revision Commission observed that this category is having parity with Assistant Engineer till 2005 PRC and the qualifications for direct recruitment is Diploma in Mechanical Engineering which was similar to that of Assistant Engineer. Accordingly, the Commission assigned a revised pay scale of Rs.15280-40510 to this category on par with Assistant Engineer, thus benefitted by two stages.

In view of the above, the Commission assigns a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590 on par with Assistant Engineer, thus improved by one stage.

4. **Assistant Engineer (Civil/Mechanic)** : **Rs.15280-40510**  
No. of post : 48
5. **Assistant Executive Engineer (Mechanical)** : **Rs.16150-42590**  
No. of post : 8
6. **Deputy Executive Engineer (Mechanical)** : **Rs.19050-45850**  
No. of post : 4
7. **Executive Engineer (Mechanical)** : **Rs.23650-49360**  
No. of post : 1

No anomaly has been pointed, but request is for following proposed pay scales.

- a. Assistant Engineer : Rs.18030-43630
- b. Assistant Executive Engineer : Rs.20680-46960
- c. Deputy Executive Engineer : Rs.25600-50560
- d. Executive Engineer : Rs.29200-53060

The category of Assistant Engineer is filled by direct recruitment; one must possess a Diploma Engineering. The category of Assistant Executive Engineer is filled by direct recruitment; one must possess a degree in Engineering and also by transfer on tenure basis of the Assistant Executive Engineer of A.P. Engineering Services and also by transfer of Assistant Engineer of this Department. The remaining categories of Deputy Executive Engineer and Executive Engineer are filled by promotion from the immediate lower categories.

The above categories are having parity with their counterparts of Engineering Department. Hence, the same pay scales as in Engineering Department will be applicable for the above categories.

8. **Technical Assistant (Geophysics)** : **Rs.16150-42590**  
No. of posts : 23
9. **Technical Assistant (Hydrogeology)** : **Rs.16150-42590**  
No. of posts : 21
10. **Technical Assistant (Hydrology)** : **Rs.16150-42590**  
No. of posts : 11

No specific anomaly has been pointed out, but requested for a pay scale of Rs.20680-46960.

The post of Technical Assistant is to be filled in by direct recruitment. The qualification for Technical Assistant (Hydrogeology) is M.Sc., or M.Sc., (Tech), M.Tech., in Geology or in applied Geology or its equivalent from a University or a diploma of Associate ship in applied Geology of the Indian School of Mines, Dhanbad. The qualification for Technical Assistant (Geo Physics) is M.Sc., or M.Sc., (Tech), M. Tech, or its equivalent in Geophysics from a University. The qualification for Technical Assistant (Hydrology) is Degree in B.E., (Civil Engineering) with Geology as one of the subjects or M.Sc., (Hydrology) 2 years course from any university.

Following is the progression of pay scales of this category:

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Technical Assistant	750-1300	1380-2750 (one stage)	3110-6380 (Three stages)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)

The PRC 2010 assigned a corresponding pay scale of Rs.16150-42590 to this category keeping in view of well established relativities and parities.

Keeping in view of the qualifications, the Commission assigns to these categories a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

11. **Assistant Hydro geologist** : **Rs.18030-43630**  
No. of posts : 114
12. **Assistant Geophysicist** : **Rs.18030-43630**  
No. of posts : 44
13. **Assistant Hydrologist** : **Rs.18030-43630**  
No. of posts : 48

It is represented that the posts of Asst. Hydro- Geologist/ Asst. Geo-Physicist/ Asst. Hydrologist are first Gazetted posts and are filled by direct recruitment with M.Sc./ M.Sc., Tech./ B.E., qualification. The Asst. Hydro-geologist/ Asst. Geophysicist has to conduct Hydro-geological Survey/ Geophysical Survey for selection of bore well sites/ Recharge structures and collect water samples from observation wells to analyze the quality of Ground Water in villages. In addition to this the Hydro-geologist have to attend the



drilling of bore wells to implement the Welfare Schemes of the Government. The Asst. Geo-physicist prepares profiles to assess the exploration of Ground Water. The Asst. Hydrologist prepares the reports on the water level data and conducts the surveys for selection of Artificial recharge structures. The Asst. Director is the promotion post to the above said posts and the promotional avenues are very meager even after completion of more than 20 to 25 years of service. Most of the 1<sup>st</sup> Gazetted are retired in the same post by taking stagnation increments.

In view of the above, the request is to assign a higher pay scale of Rs.21820-48160 for this category.

Following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Asst. Hydro-geologist / Asst. Geo-physicist/ Asst. Hydrologist	1550-3050	3310-6840 (two stages)	6350-13000 (CS)	9285-21550/ 10285-24200 (A.C.2008)	18030-43630 (C.S)	Technical Assistant (Rs.16150-42590)	Asst. Director (Hydrogeology/ Geo-physics/ Hydrology) (Rs.19050-45850)

According to service rules, as per G.O.Ms.No.8, I&CAD (CAD.Ser.I) Department, dt:16-01-1991, the category of Assistant Hydro-Geologist is filled in by direct recruitment and must possess M.Sc., (Tech.) or M. Tech., in Geology, or applied Geology or Hydro-Geology and by appointment, by transfer from the category of Technical Assistant (HG). The post of Asst. Hydrologist is filled in by direct recruitment and must possess a degree in Civil Engineering with Geology as one of the subject and must have passed Section A & B of the A.I.M.E. conducted by Institution of Engineering or M.Sc., Hydrology 2 years course and appointment by transfer from the categories of Technical Assistant (H) in the A.P. Ground Water Sub-ordinate service and Assistant Engineer (C) in A.P. Ground Water Sub-ordinate service in the ratio of 1:1. The post of Asst. Geo-Physicist is filled in by direct recruitment and by appointment by transfer from the category of Technical Assistant (Geo-Physicist).

Considering the existing parities and relativities, the Commission assigns pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to the above categories, thus improved by one stage.

<b>14. Assistant Director</b>	:	<b>Rs.19050-45850</b>
<b>(Hydrology/Geophysics/ Hydrogeology)</b>		
No. of posts	:	41

The Association represented that the post of Assistant Director is a promotion post to the Assistant Hydro-geologist/Assistant Geophysicist/ Assistant Hydrologist. It is a supervisory post in Technical matters and the Assistant Director scrutinizes the technical reports submitted by the Assistant

Hydro-geologist. The post of Deputy Director is a promotion post to the Assistant Director. The promotional avenues are very meagre to the post of Assistant Director and are retired in the same cadre this causes a steep stagnation. It is requested to assign the pay scale of Rs.25600-50560 to the Assistant Director.

Following is the progression of pay scales for this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Assistant Director (Hydrogeology /Geophysics/ Hydrology)	1980-3500	3640-7580	6950-14425	10285-24200/10845-25600 (A.C. 2004)	19050-45850	Assistant Hydro-geologist/ Assistant Physicist/Assistant Hydrologist (Rs.18030– 43630)	Deputy Director (Hydrogeology/ Geophysics/ Hydrology (Rs.23650– 49360)

According to service rules, this category is filled by promotion from the category of Assistant Hydro-geologist / Assistant Geo-Physicist / Assistant Hydrologist.

Considering the existing parities and relativities, the Commission assigns pay scale of Rs.40270-93780, corresponding to Rs.20680-46960 to the above categories, thus improved by one stage.

**15. Deputy Director (Hydrogeology) : Rs.23650-49360  
(Formerly Senior Hydrogeologist)**

No. of post : 20

**16. Deputy Director (Hydrology) : Rs.23650-49360  
(Formerly Senior Hydrologist)**

No. of post : 7

**17. Deputy Director (Geophysics) : Rs.23650-49360  
(Formerly Senior Geophysicist)**

No. of post : 3

No specific anomaly has been pointed out, but request is for a pay scale of Rs.29200-53060.

The post of Deputy Director (Hydrogeology/Geophysicist/Hydrology) is filled by promotion from the category of Assistant Director (Hydrogeology / Geophysics / Hydrology).

This category was in the pay scales of Rs.2410-4050, Rs.4400-8700, Rs.8400-16525 & Rs.12385-27750 in 1986, 1993, 1999 & 2005 revisions. The PRC 2010 assigned a pay scale of Rs.23650-49360, thus improved by one stage. Keeping in view of the duties and responsibilities, the Commission considers the existing pay scale of this category to be adequate and accordingly assigns to it a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360.

**18. Joint Director : Rs.27000-51760**  
 No. of post : 2

No specific anomaly has been pointed out, but request is for a pay scale of Rs.34050-54360.

This category is filled by promotion of Deputy Director (Hydrogeology / Hydrology / Geophysics) based on their inter-seniority.

This category was in the pay scales of Rs.1600-2200 in 1978 and was assigned pay scales of Rs.2690-4440 and Rs.5390-8980 in 1986 and 1993 revisions on par with Joint Director of major Departments.

This category sought parity with Superintending Engineer in 1999 revision, the same was not agreed and assigned pay scale of Rs.10250-17050. This category did not represent to 2005 and 2010 revision, however assigned pay scales of Rs.15500-30000 and Rs.27000-51760 respectively.

Keeping in view of the duties and responsibilities, the Commission considers the existing pay scale of this category to be adequate and assigns to it the pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

**19. Director : Rs.41550-55660**  
 No. of posts : 1

No representation.

As per service rules, appointment to this post is by promotion from the category of Joint Director.

This category was in the pay scale of Rs.1700-2250 in 1978, Rs.3090-5140 in 1986 and was assigned the pay scale of Rs.6610-9820 in 1993 revision. This category sought parity with Engineer-in-Chief in 1999 revision, the same was not agreed and assigned a pay scale of Rs.14425-19125. This category did not represent to 2005 and 2010 revisions, however pay scales of Rs.23500-30765 and Rs.41550-55660 was assigned. In view of the above, the Commission notices that the existing pay scale of Rs.41550-55660 is adequate and assigns the corresponding pay scale of Rs.80930-110850 to this category.

## **24(d) A.P. ENGINEERING RESEARCH LABS**

The Association stated that the A.P. Engineering Research Laboratories is the oldest Research Organisation and established in the year 1945. The Organisation gives remedies to various engineering problems referred by all the Engineering Departments like Irrigation, R&B, Public related works etc., in addition to this, it researches in Engineering. The posts exist in A.P. Engineering Research Laboratories are well qualified. The Association has requested to enhance the pay scales to the following categories in the proposed scales (proposed by the department).

<b>Category</b>	<b>Existing Scale Rs.</b>	<b>Proposed Scale Rs.</b>	<b>Proposed scale by another Association</b>
Lab boy	6900-20680	15500-45750	15400-46200
Blue Print Operator	7520-22430	16150-45750	16800-50100
Assistant Computer	8440-24950	18750-56100	28000-78200
Copper and Blacksmith	9200-27000(P) 7520-22430(FE)	19950-50700	24300-70500
Turner and Mechanist	10900-31550(P) 7960-23650(FE)	24000-58050	24300-70500
Draughtsman Grade-II	11530-33200	27300-61950	40300-97500
Computer	13660-38570	33600-83100	18900-55700
Observer	13660-38570	33600-83100	40300-97500
Draughtsman Grade-I	15280-40510	33600-83100	40300-97500
Research Assistant	16150-42590	39900-91350	46200-104900
Assistant Research Officer	19050-45850	41250-100350	57200-113000
DD / Research Officer	23650-49360	52500-109650	65200-118500
Joint Director	31550-53060	68400-119550	76000-121400
Director (or) Chief Engineer	37600-54360	83100-130200	80350-150000

Another request is to enhance the special pay to the following categories:

<b>Category (A.P. Engineering Research Labs)</b>	<b>Existing Special Pay (A.P. Engineering Research Labs) Rs.</b>	<b>Existing Special Pay in other departments Rs.</b>	<b>Proposed Special Pay (A.P. Engineering Research Labs)Rs.</b>
Director	500	700	1000
Joint Director	425	600	750
DD / Research Officer	325	500	600
Assistant Research Officer	250	350	500
Research Assistant	200	300	450
DraughtsMan	125	200	350
Observer	200	300	450
Computer	200	300	450
Assistant Computer	100	150	300
Lab Boy	-	-	250
Turner and Mechanist	-	-	250
Copper and Blacksmith	-	-	250
Blue Print Operator	-	-	250

The Association also requested Special Pay at 25% of basic pay on par with other departments like WALAMTARI & IS & WR. Even though the categories of Lab Boy, Turner and Mechanist, Copper & Blacksmith and Blue Print Operator are purely Technical posts, the Commission has not considered them for Special Pay previously. Hence, it is requested to extend the benefits of Special Pay to these categories also.

To enhance the Additional H.R.A. from 8% to 10% of the basic pay subject to maximum pay for Rs.2000/-

The Association also requested to change of designations for the following categories.

Category	Change of Designation proposed by the Association
Research Officer	Chief Research Officer
Assistant Research Officer	Research Officer
Research Assistant	Deputy Research Officer
Observer	Assistant Research Officer
Computer	Programmer
Assistant Computer	Assistant Programmer
Lab Boy	Technician
Assistant Lab Boy	Assistant Technician

The change of designation does not come under the purview of Pay Revision Commission.

The Commission notices that the categories of Research Assistant, Assistant Research Officer, DD / Research Officer / Joint Director are having parity with AEE, DEE, EE and SE of other Engineering departments. Further the category of Observer is having parity with Supervisor (Assistant Engineer) upto 1999 revision, the same was disturbed in 2005 & 2010 revisions. The categories of Draughtsman Grade-I/Grade-II are having parity with their counter parts in other Engineering Departments.

Statement showing pay scales of this department from time to time.

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Director	2000-2500 (CE)	3580-5380 (on par with CE)	7580-10100 (on par with CE)	-	21550-30765	37600-54360
Joint Director (SE)	1700-2250 (SE)	2880-4930 (SE)	5770-9260 (SE)	10950-17575	18025-30765	31550-53060 (SE)
Deputy Director (EE) / Research Officer	1250-1800	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360(EE)
Assistant Research Officer (DEE)	-	1980-3500	3640-7580	6950-14425	10845-25600	19050-45850(DE E)
Research Assistant (AEE)	-	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590 (AEE)

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Observer	700-1200	1330-630	2600-5580 (Supervisor)	5000-10600	7770-18575	13660-38570
Computer (on par with Superintendent)	700-1200	1330-630	2600-5580	5000-10600	7770-18575	13660-38570
Assistant Computer (on par with Jr. Assistant)	425-650	910-1625	1745-3420	3290-6550	4825-10845	8440-24950

Considering the qualifications, duties and responsibilities, the Commission assigns pay scales to the following Categories

Lab Boy	:	Rs.13390-41380 corresponding to Rs.6900-20680
Blue Print Operator	:	Rs.14600-44870 corresponding to Rs.7520-22430
Assistant Computer	:	Rs.16400-49870 corresponding to Rs.8440-24950 (on par with Junior Assistant)
Copper and Blacksmith	:	Rs.17890-53950 (P)/14600-44870(FE) corresponding to Rs.9200-27000(P)/ 7520-22430(FE)
Turner and Mechanist	:	Rs.21230-63010(P)/ 15460-47330(FE) corresponding to Rs.10900-31550(P) / 7960-23650 (FE)
Draughtsman Grade-II	:	Rs.24440-71510 corresponding to Rs.12550-35800 on par with Draughtsman Grade-II of Engineering Department, thus improved by two stages.
Computer	:	Rs.28940-78910 corresponding to Rs.14860-39540 on par with Superintendent, thus improved by one stage.
Observer	:	Rs.31460-84970 corresponding to Rs.16150-42590 on par with A.E of Engineering Departments, thus improved by three stages.
Draughtsman Grade-I	:	Rs.31460-84970 corresponding to Rs.16150-42590 on par with Draughtsman Grade-I of Engineering Departments, thus improved by one stage.
Research Assistant	:	Rs.37100-91450 corresponding to Rs.19050-45850 on par with A.E.E of Engineering Departments, thus improved by two stages.

Assistant Research Officer	:	Rs.42490-96110 corresponding to Rs.21820-48160 on par with D.E.E of Engineering Departments, thus improved by two stages.
DD/Research Officer	:	Rs.49870-100770 corresponding to Rs.25600-50560 on par with. E.E of Engineering Departments, thus improved by one stage.
Joint Director	:	Rs.66330-108330 corresponding to Rs.34050-54360 on par with S.E of Engineering Departments, thus improved by one stage.
Director /Chief Engineer	:	Rs.80930-110850 corresponding to Rs.41550-55660 on par with C.E of Engineering Departments, thus improved by one stage.

## **25. LABOUR EMPLOYMENT TRAINING AND FACTORIES DEPARTMENT**

### **25(a) LABOUR DEPARTMENT**

Commissioner of Labour is the Head of the Department and is assisted by several officers at various levels. The Labour Department is constituted for the purpose of safe guarding the rights and interests of the working class employed both in organized and un-organized sectors by effective implementation of the various provisions of the Labour Acts/ Laws of both Central and State Enactments.

The main function of the Labour department are maintenance of industrial peace, enforcement of Labour enactments and implementation of Social Security and Labour Welfare. The Labour department is enforcing 16 Central Enactments and 4 State Enactments. The services rendered by the department are conciliation services, quasi-judicial services, enforcement of Labour Laws and registration and renewal services. The welfare schemes implemented by the department are Beedi Housing for Beedi Workers, scholarships and economic ameliorative services through A.P. Labour Welfare Fund.

<b>1. Assistant Labour Officer :</b>	<b>Rs.14860-39540</b>
No. of posts :	292

It is represented that the category of Assistant Labour Officer were exercising both the enforcement as well as administration jurisdiction. It performed the regulatory functions of 'Inspector' under 17 separate laws besides dealing with matters relating to retrenchments, termination and dismissals of workers. The duties of Assistant Labour Officers included registration of shops and establishment under several Acts such as A.P. Shops and Establishment Act, 1988, Motor Transport Workers Act 1961, Beedi and Cigar Workers Act 1966, Building and other Constructions Workers Act 1966 etc. This responsibility had in recent times been further enhanced to include several welfare activities such as collections of Welfare Fund and Cess, registration of construction workers, distribution of benefits to workers etc.

It is represented that the category of Assistant Labour Officer was placed with other executive posts recruited through Group-II services. This category is working in a regulatory and welfare Department, where as all the other Group-II Executive posts i.e., Sub-Registrar Grade-II, Assistant Commercial Tax Officer, Deputy Tahsildar, Excise Sub-Inspector are in revenue earning departments. This category is a division level post having jurisdiction of 4-10 mandals without any transport facility, where as other executive posts are having jurisdiction of one Mandal. The request is therefore to recommend at least four additional increments on basic pay of Asst. Labour Officer in comparison with other Group-II executive posts and their pay scales should be enhanced from the existing Rs.14860-39540 to Rs.19050-45850.



Statement showing pay scales from time to time, feeder and promotion categories for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Labour Officer	1330-2630 (2 stages)	2600-5580 (one stage)	5000-10600 (CS)	8385-19125 (2 stages)	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Commissioner (Rs.18030-43630)
Deputy Tahsildar	1330-2630 (2 stages)	2600-5580 (one stage)	5000-10600 (CS)	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Tahsildar (Rs.16150-42590)
Assistant Commercial Tax Officer,	1330-2630 (2 stages)	2600-5580 (one stage)	5000-10600 (CS)	7770-18575	14860-39540	Senior Stenographer/ Senior Commercial Tax Inspector (Rs.10900-31550)	Deputy Commercial Tax Officer (Rs.16150-42590)

This category is filled by direct recruitment and also by promotion of Senior Assistant / Senior Steno. The qualifications for direct recruitment are Degree and the post is to be filled in through Group-II examinations conducted by Andhra Pradesh Public Service Commission. The category forms feeder category to the post of Assistant Commissioner of Labour.

This category is having parity with various other services in Group-II in the successive P.R.Cs. While no doubt, there is heavy work load of executive nature attached to the post of Assistant Labour Officer, the Commission would not like to disturb the parity of this post established with other similar posts in Co-operative, Panchayat Raj and Revenue Departments. In view of the above position, the Commission recommends to this category the pay scale of Rs.28940-78910, corresponding to Rs.14860-39540.

## **25(b) EMPLOYMENT & TRAINING (TRAINING WING) DEPARTMENT**

The Employment and Training Department came into existence from 1.11.1956 which was originally under the administration control of Government of India. The Department has two wings Employment and Training. At Commission rate level Employment Exchanges. The Training Wing is entrusted with imparting Vocational Training through the ITI's for managing industries, to oversee the setting up of and functioning of private ITI's in the State, implementing provisions of the Apprenticeship Act 1961 etc. The Department is headed by the Commissioner and Assisted by Additional Directors, Joint Directors, Deputy Directors, Assistant Directors and Employment Officers etc. There are 82 Government ITI's out of which 23 are meant exclusively for women. On the training side the Commissioner is assisted by Additional Director, Joint Director, Deputy Director and other Officers and Staff.

### **Training Wing:**

- 1. Part Time Medical Officer : Rs.2000/-(subsidy)**  
No. of posts : 2

The Commissioner of Employment and Training has requested for enhancement of honorarium to this category from Rs.2000/- p.m. to 6,000/- p.m. The main duties of these officers are to attend ITI dispensary check fitness of trainees at the time of admission, to look after the medical needs of trainees and to supervise work of pharmacists. As per G.O.Ms.No.4, LET & F Department, dated.15.1.1998, the remuneration to the Part time Medical Officers working in it is /DLTCs in the State was enhanced from Rs.150/- to Rs.600/- p.m. As per recommendations of PRC, 2005, the above remuneration was enhanced to Rs.1000/-p.m. and accordingly, orders were issued in G.O.Ms.No.213, Finance Dept., dated.27-08-2005. On the recommendations of PRC 2010, the honorarium was enhanced to Rs.2000/-p.m.

Keeping in view the overall increase in the pay structure of various categories, the Commission recommends enhancement of the honorarium to the Part time Medical Officers to Rs.4,000/- p.m. (subsidy).

- 2. Dresser : Rs.6700-20110**  
No. of posts : 41

It is represented that this category assists Pharmacist and his working hours are more when compared to Dresser of Medical & Health Department. He has to provide First Aid to students and attend to the work in 2 shifts. Hence, request is for a pay scale of Rs.7100-21250 on par with Dresser of Medical & Health.

The following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Dresser	740-1150	1375-2375	2550-4550	3850-8600	6700-20110	---	---
Dresser of Medical & Health Dept.	780-1275	1475-2675	2750-5150	4050-9050	7100-21250	Attender (Rs.6700-20110)	---

According to service rules, the post of Dresser is filled by promotion of Attendants and by direct recruitment. The qualification prescribed for promotion is a pass in 7th class with experience of 3 years as Attendant in the dispensary attached to the Press and for direct recruitment (1) minimum general education qualification (2) a certificate of passing First Aid Course Examination with practical experience of 2 years as Dresser in Hospital and Nursing Home.

This category is not having parity with Dresser of M&H Department, since the qualifications, duties and responsibilities are entirely different. However, considering the work load of this category, the Commission assigns a pay scale of Rs.13390-41380, corresponding to Rs.6900-20680 to it, thus benefited by one stage.

**3. Mill Wright Mechanic : Rs.7520-22430**  
No. of posts : 1

The Commissioner of Employment and training has requested for a pay scale of Rs.9200-27000. According to service rules, the minimum qualifications for this post are able to read and write and have 5 years of experience in the trade.

This category was in the pay scale of Rs.780-1275 in 1986 revision and represented to PRC, 1993 seeking parity with L.V. Driver, the same was not agreed and assigned a pay scale of Rs.1535-2840, thus improved by one stage. This category did not represent to 1999 and 2005 revisions, however, corresponding scales of Rs.2870-5470 and Rs.4260-9520 were assigned. The PRC, 2010 did not discuss this category, however corresponding scale of Rs.7520-22430 was assigned.

Keeping in view of the above position, the Commission assigns a pay scale of Rs.14600-44870 corresponding to Rs.7520-22430 for this category.

**4. Technical Assistant : Rs.7740-23040**  
**(formerly known as Store Attender/ Workshop Attender)**  
No. of posts : 153

Request is to grant a pay scale of Rs.9200-27000 on par with ITI certificate holder under new common category in the other departments.

According to the service rules, issued as per G.O.Ms.No.23, LET&F Department, dated:24-06-1995, this category is filled by direct recruitment and one must possess SSC with a pass in National Apprenticeship Certificate/National Trade Certificate examination in the concerned trade or its equivalent. Preference is given for the CTI trained candidates in the concerned trade.

The Commissioner of Employment & Training has clarified that National Trade Certificate is equal to ITI certificate and the syllabus and period of training of the above course is more than ITI. The following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Technical Assistant	740-1150	1475-2675	2750-5150	4050-9050	7740-23040 (2 stages)	----	Asst. Training Officer (Rs.11530-33200)
Electrician (ITI Diploma holder)	1010-1800	1875-3750 (CS)	3550-7150 (CS)	5200-11755 (CS)	9200-27000 (CS)		

Considering the qualifications prescribed for this post and the nature of its duties and responsibilities, the Commission assigns to it a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650, thus improved by one stage.

<b>5. Junior Assistant</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	274
<b>6. Typist</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	54
<b>7. Senior Assistant</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	431
<b>8. Superintendent</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	125

It is stated that above categories are having duties of general office correspondence, work of admission/ Examinations/ Training and also attending to multiple duties. Hence request is for the following pay scales:

Junior Assistant	:	Rs.10900-31550
Senior Assistant	:	Rs.13660-38570
Superintendent	:	Rs.16150-42590

It is also requested for sanction of special pay of Rs.500/-p.m. to Junior Assistant/Typists, Rs.1000/-p.m. to Senior Assistants and Rs.1500/-p.m. to Superintendents in view of the special nature of duties and responsibilities.

At present, pay scales are as in common categories for these posts. The Commission recommends for continuing of the existing parities with common categories

The other requests are dealt with in the relevant chapters of Volume-I of the report.

**9. Pharmacist Grade-II : Rs.10900-31550**  
No. of posts : 28

No anomaly has been pointed out, but request is for a pay scale of Rs.10900-31550 on par with Pharmacist Grade-II of M&H Department. Another request is for proposed pay scale of Rs.12400-40790. The Commissioner of Employment and Training has also supported the above request.

According to service rules, this category is filled in by direct recruitment. For this one must possess a Diploma in Pharmacy awarded by Andhra Pradesh State Board of Technical Education or an equivalent qualification. This category is having similar qualifications on par with Pharmacist Grade-II of M&H Department and having parity with the above category in successive PRCs including PRC 2010.

The following is the progression of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Pharmacist Gr-II of Employment & Training Department	1010-1800 (three stages)	1975-4010 (one stage)	3750-7650 (CS)	5470-12385 (CS)	10900-31550	---	---
Pharmacist Gr-II of Medical Health Department	1010-1800 (one stage)	1975-4010 (one stage)	3750-7650 (CS)	5470-12385 (CS)	10900-31550	---	Pharmacist Grade-I (Rs.11860-31550)

The Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.21230-63010, corresponding to Rs.10900-31550.

**10. Assistant Training Officer : Rs.11530-33200**  
No. of posts : 1091

It is stated that this category is in charge of work shop and has to maintain weekly preparation of lesson and classes etc. The qualification required for the post is either a pass in SSC and three years diploma or SSC and four years technical certificate course. Hence, request for a pay scale of Rs.15280-40510 on par with Asst. Engineer (Diploma Holders) in Engineering Departments. The Commissioner of Employment and Training has also supported the above request.

This category filled by promotion from the category of Technical Assistant, by direct recruitment in case qualified candidates are not available

for promotion. The qualification for prescribed for direct recruitment is a diploma in the relevant subject and for promotion, one must have passed National Apprenticeship/National Trade Certificate. This category represented to PRC 1993 for continuing parity with Diploma holder/Government of India pay scales while assigning revised pay scale of Rs.2195-4560. This category represented to the PRC 2010, seeking parity with Assistant Engineer other Engineering Departments i.e., Irrigation, PWD, R&B to assign Rs.8815-20300, the same was not accepted and assigned a revised scale of Rs.11530-33200 (one stage benefit).

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Training Officer	1100-2050	2195-4560	4190-8700	6195-14175	11530-33200	Technical Asst. (Rs.7740-23040)	Dy. Training Officer (Rs.12550-36800)
Asst. Engineer Diploma holder in other Dept.	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Assistant Technical Officer, (Rs.11530-33200)	Asst. Executive Engineer (Rs.16150-42590)

Comparison with Assistant Engineer is not valid, as the duties, responsibilities and qualifications, area of supervision is entirely different. The Commission assigns a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 to this category, thus improved by one stage.

**11. Librarian : Rs. 12550-35800**  
No. of posts : 07

No specific anomaly has been pointed out. It is stated that the qualifications prescribed for this post is Graduation and Degree in Library Science by direct recruitment. This category is having working hours of 7 ½ hours per day and have to attend 1<sup>st</sup> and 2<sup>nd</sup> shifts. Hence it is requested for proposed scale on par with Librarian in other Departments, but no specific pay scale is indicated. The Commissioner of Employment & Training has also supported and requested for a higher pay scale of Rs.14860-39540.

According to service rules, appointment to this category is by transfer from the category of Senior Assistant in the ministerial service and also by direct recruitment. The qualification prescribed for direct recruitment is graduation plus a degree in Library Science. The qualification prescribed for transfer is a graduation.

This category of Librarian was in the pay scale of Rs.2195-4560 in 1993 revision Rs.4190-8700 in 1999 revision and Rs.6195-14175 in 2005 revision. This category was assigned a higher pay scale of Rs.6675-15500 by Anomalies Committee 2008. This category represented to PRC 2010, seeking a higher pay

scale of Rs.9285-21550 on par with Librarian of Junior College. The same was not agreed and assigned a revised pay scale of Rs.12550-35800, thus improves by one stage. The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Librarian of Employment & Training Department	1330-2630 (6 stages) / (1100-2050) (A/RGC 1990) on par with Asst. Librarian Gr-II of Public Libraries Dept.)	2195-4560 (one stage)	4190-8700 (CS)	6195-14175 (CS) / (Rs.6675-15500) (2 stages) (A.C.2008)	12550-35800	Senior Assistant (Rs.10900-31550)	.....

Keeping in view of duties & responsibilities and being a promotion post to the post of Senior Assistant, the Commission assigns to it a pay scale of Rs.26600-77030, corresponding to Rs.13660-38570, thus improved by two stages.

**12. Deputy Training Officer : Rs.12550-35800**  
No. of posts : 824

No anomaly has been pointed out. However, request is for combining the post of ATO and DTO as a unified category and to allow Rs.16150-42590 more than that of Diploma Engineering holders. The Commissioner of Employment and Training Department has also supported the above request.

According to service rules, this category is filled in by promotion from the category of Assistant Training Officer.

This category represented to PRC 1993 for continuing parity with Co-operative Sub-Registrar and Sub-Inspector of Police. The PRC opined that the comparison was not valid accordingly assigned a corresponding pay scale of Rs.2315-4880. This category represented to the PRC 1999, seeking parity with Engineering Departments however a corresponding pay scale of Rs.4430-9300 was assigned. This category represented to the PRC 2005, seeking parity with other diploma holders and also for proposed pay scales of Rs.7525-16345/Rs.5640-11300 (1999) was assigned. The PRC did not agree parity with diploma holders and assigned a pay scale of Rs.6505-15025. The category represented to the PRC 2010, seeking a higher pay scale which was two stages higher than that of Assistant Training Officer and other request was for pay scale of Rs.7770-18575. The PRC assigned a scale of Rs.12550-35800, thus benefited by two stages.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Deputy Training Officer	1150-2110	2315-4880	4430-9300	6505-15025	12550-35800	Assistant Training Officer (Rs.11530-33200)	Training Officer (Rs.14860-39540)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Asst. Engineer Diploma holder in other Dept.	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Assistant Technical Officer (Rs.11530-33200)	Asst. Executive Engineer (Rs.16150-42590)

Comparison with Assistant Engineer is not valid. Considering the duties and workload of this category, the Commission assigns a pay scale of Rs.26600-77030, corresponding to Rs.13660-38570 to it, thus improved by two stages.

**13. Training Officer : Rs.14860-39540**  
**No. of posts : 321**

It is represented that this category supervises all the training programme in ITIs and he will discharge administrative duties besides teaching duties on par with head of the branch in polytechnic, acts as Liaison officer between the technical staff and the administration and maintain the training cum placement cell as well as RYK Schemes. He also acts as Junior Apprenticeship Adviser and plays key role in providing apprenticeship in various industries to the ITI passed out candidates. He will look after in implementing various Govt. schemes. Hence, request is for a higher pay scale of Rs.18030-43630. It is also stated that he has to have proper co-ordination of classes and training programmes, carryout regular training work, to have safeguard raw materials and work etc., and also involved in various development programmes. Hence, request is for pay scale of Rs.19050-45850. The Commissioner of Employment & Training has also supported the above request.

According to service rules, appointment to this post is filled by promotion from the category of Dy. Training Officer, one must have passed National Apprenticeship / National Trade Certificate. This category was in the pay scale of Rs.2600-5580 in 1993 revision, in the pay scale of Rs.5000-10600, in 1999 revision, in the pay scale of Rs.7770-18575 in 2005 revision. The above categories have been representing to the successive PRCs seeking parity with similar categories in Government Polytechnic and Engineering Departments and are also seeking scales of pay on par with Diploma holders. The same has not been accepted.

This category represented to the PRC 2010, seeking parity with similar categories in Government Polytechnics and Engineering Departments and also seeking scales of pay on par with Diploma Holders. The same was not accepted and assigned a pay scale of Rs.14860-39540(one stages benefit).



The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Training Officer	1330-2630	2600-5580	5000-10600	7770-18575 (one stage)	14860-39540 (one stage)	Deputy Training Officer (Rs.12550-35800)	Asst. Director (DLTCS) (Rs.16150-42590)

Considering the nature of duties assigned and the workload of this category, the Commission assigns a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510 to it, thus improved by one stage.

**14. Administrative Officer : Rs.16150-42590**  
No. of posts : 05

It is stated that this category is drawing and disbursing officer of respective unit and is a promotion post to the category of Superintendent. The category of Superintendent can be appointed as "District Employment Officer" by transfer and also be promoted as "Administrative Officer". However different pay scales were assigned to the category of Administrative Officer (Rs.16150-42590) and to the category of District Employment Officer (Rs.18030-43630) in 2010 revision. Hence, requested for a pay scale of Rs.18030-43630 on par with District Employment Officer. The Commissioner of Employment & Training has also supported the above request.

According to service rules appointment category this category is filled in by promotion of from the category of Superintendent. This category of Administrative Officer was in the pay scale of Rs.2930-5960 in 1993 revision was assigned a revised pay scales of Rs.5640-11300 in 1999 revision. In 2005 revision, a corresponding pay scale of Rs.8385-19125 was assigned. This category represented to PRC 2010 seeking parity with Asst. Director (NT) and to assign a pay scale of Rs.10285-24200. The PRC assigned a revised pay scale of Rs.16150-42590, being promotion category to the post of Superintendent. The following is the progression of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Administrative Officer	1550-3050 (one stage)	2930-5960 (CS)	5640-11300 (CS)	8385-19125 (CS)	16150-42590	Superintendent (Rs.14860-39540)	---
District Employment Officer	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Junior Employment Officer (Rs.14860-39540)	Regional Employment Officer including Deputy Chief University Employment Bureau/ Assistant Director (Rs.19050-45850)

Comparison with District Employment Officer is not valid, as the duties and responsibilities are entirely different. The Commission is of the view that the existing pay scale is adequate and assigns to it a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590.

**15. Assistant Director (DLTC) : Rs.16150-42590**  
**(District level Training centers)**  
 No. of posts : 10

It is represented that there are about 10 DLTCs headed by Asst. Director (DLTC). The duties, responsibilities and functions of this category and principles of ITIs are one and the same. It is requested to upgrade this category to the principal of other ITIs post and to allow a pay scale of Rs.20680-46960. The duties, responsibilities of both principal of other ITI s and Assistant Director (Training) DLTC are one and the same. Hence, request is for a pay scale Rs.21820-48160 and change the nomenclature of this category, as principals of other ITI's". The Commissioner, Employment and Training has supported the above request.

According to service rules, this category is filled by promotion from the category of Training Officer, one must have degree or diploma in Engineering and must have teaching experience.

This category was in the pay scale of Rs.1810-3230 in 1986 revision and did not represent to PRC 1993, however a corresponding pay scale of Rs.3310-6840 was assigned. This category represented to the PRC 1999, seeking a higher pay scale of Rs.4400-8700 on par with the Head of Section in Technical Education Department. The PRC 1999 did not agree with comparison and assigned a corresponding scale of Rs.6350-13000. However, the PRC 2005 did not agree parity with Principals of other ITIs and assigned corresponding pay scale of Rs.9285-21550. This category and Principals of other ITI s represented to the PRC 2010, seeking parity with Head of Section of Government Polytechnics. The same had not been accepted and PRC assigned a corresponding pay scale of Rs.16150-42590 to this category. Following is the progression of pay scale of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Asst. Director (Training DLTC)	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Training Officer (Rs.14860-39540)	Principals of other ITIs (Rs.18030-43630)
Principals of other ITI s.	1980-3500	3640-7580	6950-14425	10285-14425	18030-43630	Assistant Director (Training DLTCs) (Rs.16150-42590)	Inspector of Training/Asst. Apprenticeship Advisor/Asst. Director (Rs.18030-43630)

Considering the duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

<b>16. Principal of other ITI's/ Training Executives (RICC)</b>	<b>:</b>	<b>Rs.18030-43630</b>
No. of posts	:	126

It is represented that this category has to maintain accounts and verify the stores periodically and ensure purchases according to specification. They have to carry out Training programmes according to schemes. They have to purchase raw materials in time and supply and also take care of maintenance of equipment and machinery. They have to account and dispose of manufactured products in accordance of norms and instructions issued by the higher authorities. This category is to ensure proper training of Officers and supervisors.

Considering the duties and responsibilities and additional work load, request is for a pay scale of Rs.21820-48160 to this category. Hence, no anomaly has been pointed out, however request is for a higher pay scale. Another request is for awarding the scale corresponding to Rs.20680-46960. As another request is that this post carries higher responsibilities in comparison with Head of sections of Technical Education Department and to assign a scale of Rs.23560-49360. The Commissioner, Employment & Training has requested for a pay scale of Rs.21820-48160.

According to service rules, this categories is filled by promotion from the categories of Assistant Inspector of Training and Assistant Director (Training) in D.L.T.Cs., or by transfer from the categories of Training Officers (formerly known as Group Instructor, Junior Assistant Apprenticeship Adviser) and also by direct recruitment. The qualification prescribed for direct recruitment is a degree or diploma in Engineering or Technology with a minimum of four years experience in the case of degree holder and six years experience in the case of diploma holder.

This category was in the pay scale of Rs.3640-7580 in 1993 revision, was assigned the corresponding pay scale of Rs.6950-14425 in 1999 revision. In 2005 revision, a pay scale of Rs.10285-24200 was assigned. This category represented to PRC 2010 seeking parity with Head of Section of Technical Education, the same was not agreed and assigned a corresponding scale of Rs.18030-43630.

The following is the progression of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Principals of other ITI s	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Asst. Inspector of Training and Asst. Director (Training) in D.L.T.C.'s (Rs.16150-42590)	Inspector of Training/Asst. Apprenticeship Advisor/ Assistant Director (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Head of Section of Technical Education	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360	Lecturer (Rs.19050-45850)	Principal (Polytechnic/ State wide Institutions) (Rs.27000-51760)

Comparison with Head of Section is not relevant, as the duties and responsibilities and qualifications are different. However, the commission notices that the existing scale of this category is adequate and assigns a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630.

**17. Inspector of Training/Asst. : Rs.18030-43630**  
**Apprenticeship Advisor/Asst.**  
**Director**  
No. of posts : 05

It is represented that these categories are promotional posts to the Principals of other ITIs and feeder category to the post of Deputy Director are assisting the Deputy Director in day to day administration, They have to inspect 139 Govt. ITIs and 492 Private ITCs, 9 DLTC's and 1 BTC in the state. In addition monitoring of plan/Non-Plan Schemes and World Bank Schemes. This category conducts examinations 4 times every year for 1.5 lakhs trainees and implements Apprenticeship Act.1961 for 1968 establishments. They have also prepare ATS/CTS returns etc.

Considering the duties, responsibilities and being the promotion category from the Principal of other ITIs a scale of pay of Rs.25600-50560 may be awarded to this post i.e. 2 grades higher than the Principal of other ITIs to eliminate the anomaly of SG and SPP-IA pay scales. The Commissioner of Employment & Training has also supported the above request.

According to service rules, appointment to these categories is by promotion from Principals of other I.T.Is or Assistant Inspectors of Training or by transfer from any other service, if no qualified or suitable candidates are available for promotion then by direct recruitment. The qualifications prescribed for direct recruitment and by transfer are a degree in Engineering or Technology with 5 years practical and administrative experience. For promotion, one must have a degree or a diploma in Engineering with not less than 4 years of service.

This category of Inspector of Training/Asst. Apprenticeship Advisor/ Asst. Director was in the pay scale of Rs.3640-7580 in 1993 revision, was assigned a corresponding pay scale of Rs.6950-14425 in 1999 revision. In 2005 revision, a corresponding pay scale of Rs.10285-24200 was assigned. This category represented to the PRC 2010 seeking parity with Head of Section of Technical Education Department, the same was not agreed. Accordingly assigned a corresponding pay scale of Rs.18030-43630 on par with Principals of other ITIs. The above categories have been representing to the earlier PRCs seeking parity with Head of Section of Technical Education Department. The same has not been accepted.

The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Inspector of Training/ Asst. Apprentice-Ship advisor/Asst. Director	1980-3500 (C.S.)	3640-7580 (C.S.)	6950-14425 (C.S.)	10285-24200 (C.S.)	18030-43630 (C.S.)	Principals of Other I.T.Is or Assistant Inspectors of Training (Rs.18030- 43630)	Dy. Director (Rs.21820-48160)

The Commission notices that this category is promotion post to the category of Principals, ITI's. The Commission therefore assigns a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to this category, thus improved by one stage.

**18. Assistant Director (Training)/  
(Exam Cell) : Rs.18030-43630**  
No. of posts : 03

It is stated that the post of Assistant Director (Training) is filled by promotion from the feeder category Principal of multi zone. The principal is having at least 8 to10 years experience only get promotion to the post of Assistant Director (Trg). But the scale of pay given in 2010 revision as same as the Principal i.e. Rs.18030-43630 and the Automatic Advancement Scheme is not being implemented to the Principals as the same scale attached to the Principals and Assistant Director (Training) posts. More over during 2010 revision, the post of Assistant Director (Employment) is given Rs.19050-45850, as the both posts are in same scale i.e.Rs.10285-24200 in 2005 revision. Hence requested for upgradation of the scale of Asst. Director to the pay scale corresponding to Rs.23650-49630 in 2010 revision. Another request to award the nomenclature of this category as Principals of other ITI's as "Principal".

Another plea is that this post carries higher responsibilities in comparison with Head of Sections of Technical Education Department. The scale of pay should be at least comparable with Head of Sections of Technical Education and may be given a scale of Rs.23560-49360. The Commissioner, Employment and Training has requested for a pay scale of Rs.25600-50560.

The following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Asst. Director (Training)	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Principals of ITI s or Asst. Inspector of Training (Rs.18030-43630)	Deputy Director (Training) (Rs.21820-48160) (FE) (Rs.23650-49360) (EIP)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Asst. Director (Employment wing)	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Dist. Employment Officer/Employment Officer (Rs.18030-43630)	Deputy Director (Rs.21820-48160)
Head of Section of Govt. Polytechnics	2410-4050 (CS)	4400-8700 (CS)	8400-16525 (CS)	13390-28500 (one stage)	23560-49360	--	--

According to service rules, Asst. Director (Training) is filled by promotion from the categories of Principals of other ITI's or Assistant Inspector of Training and by transfer from any other service. If no qualified or suitable candidates are available for promotion or by direct recruitment one must possess a Degree in Engineering or Technology with practical experience.

This category was in the pay scale of Rs.1980-3500 in 1986 revision and Rs.3640-7580 in 1993 revision. This category represented to the PRC 1999, seeking for a higher pay scale of Rs.4720-8700 than Principals of other ITI's and the PRC assigned a corresponding pay scale of Rs.6950-14425. This category represented to the PRC 2005, seeking parity with Head of Section of Technical Education Dept. The PRC did not agree and assigned a corresponding pay scale of Rs.10285-24200. This category represented to the PRC 2010, seeking parity with Head of Section of Technical Education Dept. The same was not accepted and assigned a corresponding pay scale of Rs.18030-43630.

The commission assigns to this category a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, being promotion post to the category of Principals of other ITI's or Assistant Inspector of training, thus improved by one stage.

**19. Principals ITI Mallepally/ Visakhapatnam** : **Rs.20680-46960**  
No. of posts : 01

It is represented that these posts are sanctioned in G.O.Ms.No.1416, LE & TE Department, dated.19-12-1977 and the above two institutions are having a student strength of 400. The principals have to maintain accounts, stores and have periodical verifications. They have to procure tools and equipment according to specifications and to implement training programmes. They are Conveners for allotting of admissions to the various Govt. ITI's and Private ITC's in their Districts. As this post carries heavy responsibilities and enormous work load, request is for pay scale of Rs.27000-51760. The Commissioner, Employment & Training has supported above request.

According to service rules, appointment to this category is by promotion from Assistant Director/Inspector of Training/Assistant Apprenticeship Adviser or by transfer from any other service, if no qualified suitable candidate is available. For promotion, one must have a degree in Engineering with a

service of 3 years or a diploma in Engineering with a service of 5 years and one must have Administrative-cum-teaching experience for atleast 8 years after obtaining a degree. For transfer, one must have a degree in Engineering or Technology with 10 years experience in a reputed work shop or an Industrial concern. This post is feeder category for the post of Deputy Director.

This category of Principals of IIT Mallepally/Visakhapatnam was in the pay scale of Rs.4140-8140 (corresponding scale) in 1993 revision was assigned a revised pay scale of Rs.7900-15475 (corresponding scale) in 1999 revision. In 2005 revision, a pay scale of Rs.11755-26300 (corresponding scale) was assigned. This category represented to the successive PRCs seeking parity with Deputy Director (Training) of this post and principals of Govt. Polytechnics. PRC 2010 recommended a corresponding pay scale of Rs.20680-46960 as these categories were feeder categories for the post of Deputy Director.

The following is the progression of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Principal, ITI, Mallepally / Principal ITI, Visakhapatnam	2240-3860 (one stage)	4140-8140 (CS)	7900-15475 (CS)	11755-26300 (CS)	20680-46960 (CS)	Asst. Director/ Inspector of Training/ Assistant Apprenticeship Adviser (Rs.18030-43630)	Dy. Director (Rs.21820 -48160)
Principals of Govt. Polytechnics	2690-4440	5390-8980 (one stage)	10250-17050 (CS)	15500—30000 (CS)	27000-51760	Head of Section (Rs.23650-49360)	

Comparison with Principals of Government Polytechnics is not appropriate, as the duties and responsibilities, qualifications are entirely different. Considering the duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.42490-96110, corresponding to Rs.21820-48160, thus improved by one stage.

<b>20. Deputy Director (Training)</b>	<b>:</b>	<b><u>Rs.21820-48160(FE)</u></b>
<b>Deputy Director (World Bank/ Exams / Job Development/EMI/ Regional Deputy Director (APP))</b>	<b>:</b>	<b><u>Rs. 23650-49360(P)</u></b>
No. of posts	<b>:</b>	<b>08</b>

It was represented that this category is in charge of the Regional Employment Office having jurisdiction over 4 to 5 districts. In the Department, he works on par with Deputy Commissioner of Labour and inspects major Establishments and Industries in Public and Private Sector to enforce Employment Exchanges Compulsory Notifications of Vacancies Act 1959 and

prosecutes the employers with the permission of the Commissioner, if any violations are found.

This post is totally technical and administrative in nature; it may be comparative to Dy. Director (tech)/ Placement Officer post of Technical Education Department, therefore request for a pay scale of Rs.27000-51760 on par with Joint Director. The Commissioner of Employment and Training has also requested for a pay scale of Rs.29200-51760.

According to service rules, appointment to this category is filled in by promotion of from the category of Assistant Director including Regional Employment Officer, Deputy Chief, University Employment Information and Guidance Bureau.

This category did not represent to the PRC 1999 and 2005 revisions, however a corresponding pay scales of Rs.8400-16525 and Rs.12385-27750 were given on par with Deputy Director of other Departments. Hence, comparison with Regional Joint Director of other departments was not validated. The PRC 2010 recommended the corresponding pay scale of Rs.21820-48160 on par with Deputy Director.

The following is the progression of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Deputy Director	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Asst. Director (Rs.19050-45850)	Joint Director. (Rs.27000-51760)
Dy. Director (Tech.) of Technical Education	--	4400-8700	10250-17050	15500-30000	27000-51760	Asst. Director (18030-43630)	Joint Director (Rs.31550-53060)

Comparison with the above category is not appropriate, as the duties and responsibilities and qualifications are different. However, the Commission assigns to this category a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

**21. Joint Director (Training) / : Rs.27000-51760**  
**(WORLD BANK / EXAMS.)**  
 No. of posts : 03

This post is a state level post. He assists Additional director (Training) and Director of Employment and Training in day to day administration service matters of Service Matters of all the Gazetted and Non-Gazetted staff, inspection of 128 Govt. ITI s and 492 Private ITC's , 9 DLTC and one BTC. Affiliation of Govt. ITIs / Private ITCs, sanctioning of GPF up to the level of Assistant Director and implementation of Apprenticeship Act, 1961 for 1968 establishments.



This post is purely technical in nature, work load and responsibilities are more than Joint Director of Technical Education Department. Therefore the scale of pay Rs.31550-53060 (RPS 2010) may be given on par with Joint Director of Technical Education Department and another request is for a higher pay scale of Rs.34050-53060. The Commissioner, Employment and Training has requested for a pay scale of Rs.34050-53060.

According to service rules appointment category this category is filled in by promotion of from the category of Deputy Director. This category was in the pay scale of Rs.2690-4440 in 1986 revision and represented to PRC 1993 for continuing parity with Joint Director of other departments. The PRC 1993 assigned a corresponding pay scale of Rs.5390-8980 on par with Joint Director. This category did not represent to the PRC 1999 & 2005, however a corresponding pay scales of Rs.10250-17050 and Rs.15500-30000 were assigned on par with Joint Director. This category represented to the PRC 2010 seeking parity with Joint Director of Technical Education and to assign pay scale of Rs.18025-30765 and PRC did not agree and assigned a corresponding pay scale of Rs.27000-51760.

The following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Joint Director of Training/ World Bank/ Exams	2690-4440	5390-8980 (CS)	10250-17050 (CS)	15500-30000 (CS)	27000-51760 (CS)	Deputy Director (Rs.21820-41860 (FE) / [Rs.23650-49360] (permitted to those drawing higher pay scales)	Additional Director (Rs.29200-53060)
Joint Director of Technical Education	--	6150-9820	11650-18625	18025-30765	31550-53060 (CS)	Dy. Director Technical Education/ Placement & Industry Liaison Officer (Rs.27000-51760)	--

Comparison with Joint Director of Technical Education is not appropriate, as the duties and responsibilities, scope of supervision and area of jurisdiction are entirely different and the above category is drawing higher pay scale in successive PRCs. The Commission is of the view that the existing pay scale is adequate and assigns to it a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

**22. Joint Director : Rs.27000-51760**  
 No. of posts : 02

This post is totally technical and also administrative in nature, this post carries heavy responsibilities and enormous work load, therefore request is for

the scale of pay of Rs.29200-53060 (RPS 2010) i.e., one grade higher than its feeder category Prl. ITI, Hyderabad, Visakhapatnam.

This category represented to PRC 1993 for continuing parity with Joint Director of other departments. The PRC 1993 assigned a corresponding pay scale of Rs.5390-8980 on par with Joint Director.

This category did not represent to the PRC 1999 & 2005, however a corresponding pay scales of Rs.10250-17050 and Rs.15500-30000 were assigned.

The PRC 2010 recommended the pay Scale of Rs.27000-51760 corresponding to the existing scales of Rs.15500-30000 to this category on par with Joint Director of other departments.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Joint Director	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director (Rs.12385-27750)	Additional Director
Additional Commissioner of Labour	--	6150-9820	11650-18625	18025-30765	31550-53060	Joint Commissioner of Labour (Rs.27000-51760)	-

However keeping in view of the duties and responsibilities, area of jurisdiction, the Commission assigns a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

**23. Additional Director : Rs.29200-53060**  
**(Training and Ex-Officio**  
**Additional State Apprenticeship Advisor)**  
 No. of posts : 01

This category assists the Commissioner of Employment & Training in day to day administration. He has to Inspect 128 Govt. ITI's and 492 Private ITC's 9 DLTC's and 1 BTC, affiliation of Govt. ITI's and private ITC's in the state. He has to look after the Service Matters of all the Gazetted and Non-Gazetted staff. He is also attending to Training Schemes and apprentice Training Scheme Examination four times a year. He has to monitor World Bank and non World Bank Schemes and has to plan/ non-plan World Bank schemes. Hence, it is requested to upgrade to that of Director in the scale of pay Rs.41550-55660 on par with Director in Boilers Department and Animal Husbandry Department and to assign the corresponding scale. The Commissioner, Employment & Training has requested for a pay scale of Rs.41550-55660.

According to service rules, appointment this category is filled in by promotion of from the category of Joint Director.

This category of Additional Director (Training) & Ex-officio Additional State Apprenticeship Advisor was in the pay scale of Rs.5770-9260 in 1993 revision was assigned a revised pay scale of Rs.10950-17575 in 1999 revision. In 2005 revision, a pay scale of Rs.16925-30765 was assigned. This category represented to the PRC 2010, seeking parity with Additional Director of Industries Department. The PRC did not agree and assigned a corresponding pay scale of Rs.29200-53060. The following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Additional Director (Training)& Ex-Officio Additional State Apprenticeship Advisor	3090-5140	5770-9260	10950-17575	16925-30765	29200-53060	Jt. Director (Rs.27000-51760)	-
Director in Boilers Department	3580-5380	7580-10100	14425-19150	23500-30765	41550-55660	Jt. Director of Boilers (Rs.31550-53060)	-
Director in Animal Husbandry Department	3580-5380	7580-10100	14425-19150	23500-30765	41550-55660	Additional Director (Rs.31550-53060)	--

Comparison with the Director of Boiler and Director of Animal Husbandry is not appropriate, as the qualification, duties and responsibilities, scope of jurisdiction are entirely different for the above categories. Further up-gradation of the posts does not come under the purview of this Commission. Keeping in view of duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.61450-105810 corresponding to Rs.31550-53060, thus improved by one stage.

## **EMPLOYMENT AND TRAINING (EMPLOYMENT WING) DEPARTMENT**

<b>1. Junior Employment Officer</b>	<b>:</b>	<b>Rs.14860-39540</b>
<b>No of posts</b>	<b>:</b>	<b>46</b>

The main request of the Association is for a higher pay scale of Rs.15280-40510 on par with Municipal Commissioner Grade-II, as both the categories recruited through Group-II services. This category works as an independent officer in charge of sub-employment exchange.

According to service rules, appointment to this category by direct recruitment through Group-II Services and also by promotion from the category of Senior Assistant. For direct recruitment, one must possess a Bachelor's Degree. For promotion, one must have completed 3 years of service and passed Accounts Test for Subordinate officer post-I and passed Departmental Test for National Employment Service

This category of Junior Employment Officer was in the pay scale of Rs.2600-5580 in 1993 revision, was in a revised pay scale of Rs.5000-10600 in 1999 revision, was in the revised pay scale of Rs.7770-18575 in 2005 revision (benefited by one stage). In 2005 revision, this category was assigned a pay scale of Rs.7770-18575, whereas other similar categories were assigned a higher pay scale of Rs.8385-19125, the Commission did not consider the request and observed that on a proper evaluation of the available materials on record, saw no reason to interfere. This category represented to PRC 2010 seeking parity with Asst. Labour Officer, Co-operative Sub Registrar on the ground that they all of them recruited through Group-II service and to assign a pay scale of Rs.8385-19125. The Commission recommended the pay scale of Rs.14860-39540 (Rs.8385-19125) on par with Assistant Registrar of Co-operative Societies (formerly known as Co-operative Sub-Registrar). Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Employment officer	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	District Employment Officer (Rs.18030-43630)
Municipal Commissioner Grade.III	1550-3050 (CS)	2930-5960 (CS)	5640-11300 (CS)	8385-19125 (CS)	15280-40510 (one stage)	Manager, Sanitary Supervisor/ Sanitary Inspector (Rs.13660-38570)	Municipalities Grade- II (Rs.16150-42590)

Comparison with Municipal Commissioner-III is not appropriate, as the duties and responsibilities, area of supervision is entirely different. The Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540.

<b>2. District Employment Officer</b>	<b>:</b>	<b>Rs. 18030-43630</b>
No of posts	:	49

It was represented that the District Employment Officer (DEO) is a State cadre Officer, like Deputy Collector, Commercial Tax Officer and Deputy Superintendent Police, recruited directly through Group-I Services. He is a part of District Administration Generation activities at the District level.

Apart from his regular duties and responsibilities, is the member convener of the District level committee for outsourcing the Government activities of all Departments. He is also responsible to maintain and liaison of the surplus man power cell and the Drawing and Disbursing Officer. He is the District Level coordinator for all line Departments which work for Employment Generation Mission. Apart from this, he is also performing his duties effectively as a special officer of various schemes as and when assigned by the District Collector and Government from time to time. He is also a member of all the District Level Co-Ordination Committees. He also performs Vigilance and Enquiry duties, Coordinating and supervising the developmental activities in the districts. He is also providing Employment Assistance, Career Guidance and skill training to un-employed youth which have assumed importance to cater to the needs of private employment which is expanding. In view of the duties and responsibilities, request is for a pay scale of Rs.20680-46960 on par with Deputy Collector, Commercial Tax Officer, Deputy Superintendent of Police, who are also Group-I State Cadre Officers like this category.

This category of District Employment Officer was in the pay scale of Rs.800-1450 in 1978, Rs.1550-3050 in 1986 and in the pay scale of Rs.3110-6380 in 1993 revision. The PRC, 1999 did not agree parity with Deputy Collector / CTO/ DSP and assigned the corresponding pay scale of Rs.5980-12100. The PRC 2005 did not agree parity with Deputy Collector, CTO, DSP, RTO, District Registrar of Registration and Stamps Department and Deputy Registrar of Co-operative Department. While reiterating the views of PRC 1999 and assigned a revised pay scale of Rs.9285-21550, thus improved by one stage. This category requested to PRC 2010 seeking parity with RDO/DSP, while reiterating the views of earlier PRCs, the PRC assigned a revised pay scale of Rs.18030-43630, this benefitted by one stage.

According to service rules, appointment to this category by direct recruitment through Group-I Services and also by transfer from the category of Junior Employment officer/ Superintendents in the department and also by transfer from the category of Assistant Section Officer in the Secretariat, other than Finance and Law department who have passed Accounts Test for Subordinate Officers Part-I & Part-II/ Accounts Test Executive Officers and Departmental Test for National Employment Service. The qualification prescribed for direct recruitment is a Bachelor's degree.

Following is the progression of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
District Employment Officer	1550-3050	3110-6380	5980-12100 (CS)	9285-21550 (OS)	18030-43630 (OS)	Junior Employment Officer (Rs.14860-39540)	Regional Employment Officer including Deputy Chief University Employment Bureau/Asst. Director (Rs.19050-45850)
Commercial Tax Officer	2150-3690	3880-8140	7400-15475 (CS)	10845-25600 (CS)	20680-46960	D.C.T.O. (Rs.16150-42590)	Assistant Commissioner (Rs.27000-51760)
Deputy Collector/ R.D.O	2150-3690	3880-8140	7400-15475 (CS)	10845-25600 (CS)	20680-46960	M.R.O. (Rs.16150-42590)	Special Grade Deputy Collector (Rs.27000-51760)
Deputy Superintendent of Police	2150-3690	3880-8140	7400-15475 (CS)	10845-25600 (CS)	20680-46960 (CS)	Circle Inspector (Rs.16150-42590)	Additional Superintendent of Police (Rs.27000-51760)

In view of the above, the Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

**3. Regional Employment Officer/  
Asst. Director (Employment) including  
Deputy Chief of conservator  
Employment Information and Guidance**

**Bureau : Rs.19050-45850**  
No of posts : 15

It was represented that the Regional Employment Officer is in charge of the Regional Employment Office having jurisdiction over 4 to 5 districts. In the Department, he works on par with Deputy Commissioner of Labour and inspects major Establishments and Industries in Public and Private Sector to enforce Employment Exchanges Compulsory Notifications of Vacancies Act 1959 and prosecutes the employers with the permission of the Commissioner if any violations are found.

It was also argued that the cadre of Regional Employment Officer was on par with the then Deputy Director in 1961 PRC, but in 1969 revision, this pay scales were reduced. However for the reasons unknown, even though the duties of Regional Employment Officer have increased enormously, due to the rapid industrialization, the pay scales of the Regional Employment Officer have

been reduced to the lowest in subsequent revisions. This is not only injustice but also deviation from the commitment given by the State Government to the Central Government while transferring the National Employment Services to the State Government. It was also argued that the Deputy Chief University Employment, Information and Guidance Bureau, who is the Head of University Bureau, works on par with a University Professor under the direct control of Vice Chancellor of a University. The Deputy Chief is instrumental in assessing the emerging trends in higher and Professional Education which in turn will provide vital inputs to the policy makers and Planning Commission and also University Grants Commission.

It is stated that the Dy. Commissioner of Labour is also 2<sup>nd</sup> level promotion like this category was assigned a higher pay scale of Rs.23650-49360. Hence, request is for a higher pay scale of Rs.23650-49360 on par with Dy. Commissioner of Labour, since both the categories having duties of enforcement of Law/Labour Laws including the welfare measures of labour and providing employment to unemployed youths. Another request is for pay scale of Rs.23650-49360 on par with Regional Deputy Directors of other Departments.

This category is filled in by promotion from District Employment/Employment Officer and having the jurisdiction over 4 to 5 districts. This category was in a pay scale of Rs.1150-1700 in 1978 and assigned a corresponding pay scale of Rs.1980-3500 in 1986 revision. The PRCs 1993 & 1999 agreed parity with Deputy Director and assigned a corresponding scales of Rs.3640-7580 and Rs.6950-14425. The PRC 2005, did not agree parity with Regional Deputy Director (Apprentice ship) of the Department, Deputy Commissioner of Labour Department and assigned a corresponding scale of Rs.10285-24200. The PRC 2010 recommended the pay scale of Rs.19050-45850 on par with Asst. Director of other departments, keeping in view the duties and responsibilities attached to the post.

The following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Regional Employment Officer	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	District Employment Officer (Rs.18030-43630)	Deputy Director (Rs.21820-48160)
Deputy Commissioner of Labour	2590-8980	4720-8700	9000-16525	13390-28500	23650-49360	Assistant Commissioner of Labour (Rs.18030-43630)	Joint Commissioner of Labour (Rs.27000-51760)
Deputy Directors of other Departments	2410-4000	4400-8720	8400-16525	12385-27750	23650-49360	Asst. Director (Rs.19050-45850)	Joint Director (Rs.27000-51760)

Keeping in view of duties and responsibilities, area of supervision, the Commission assigns to this category a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by one stage.

**4. Deputy Director : Rs.21820-48160**  
No of posts : 04

(1) Awarding the proposed scale on par with Joint Commissioner of Labour and requested to assign the corresponding cadre of Joint Director.

(2) This post is totally technical and also administrative in nature, this post carries heavy responsibilities and enormous work load, therefore scale of pay Rs.29200-53060 (RPS 2010) i.e. one grade higher than its feeder category principal ITI Hyderabad/ Visakhapatnam.

According to service rules, this category is filled in by promotion of from the category of Assistant Director including Regional Employment Officer, Deputy Chief, University Employment Information and Guidance Bureau.

This category represented to PRC 1993 for continuing parity with Deputy Directors of other Departments, accordingly a corresponding scale of Rs.4400-8700 was assigned on par with Deputy Directors of other Departments. This category did not represent to the PRC 1999 and 2005 revisions, however a corresponding pay scales of Rs.8400-16525 and Rs.12385-27750 were assigned. The PRC 2010 recommended the corresponding pay scale of Rs.21820-48160 on par with Deputy Director of other departments, however did not agree parity with Regional Joint Director of other Departments. In view of the above position, request is for pay scale of Rs.27000-51760 on par with Joint Director. The following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Director	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Asst. Director (Rs.19050-45850)	Joint Director. (Rs.27000-51760)
Joint Commi- ssioner of Labour	---	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Commissioner of Labour (Rs.23650-49360)	Additional Commissioner of Labour (31550-53060)
Principal ITI Hyderabad/ Visakha- patnam.	2240-3860 (one stage)	4140-8140 (CS)	7900-15475 (CS)	11755-26300 (CS)	20680-46960 (CS)	Assistant Director/ Inspector of Training/ Assistant Apprenticeship Adviser (Rs.18030-43630)	Dy. Director (Rs.21820-48160)



Keeping in view of duties and responsibilities and jurisdiction of this category, the Commission assigns to it a pay scale of Rs.46060-98440-, corresponding to Rs.23650-49360, thus improved by one stage.

**5. Joint Director : Rs.27000-51760**  
**No of posts : 02**

It was represented that the Joint Director in the Department is a Principal advisor to the Commissioner on policies and process on matters relating to employment. He monitors overall scenario in the Department and suggests measures in this behalf to the Commissioner from time to time. His duties and responsibilities are on par with Additional Directors in other Departments. Request is for a pay scale of Rs.31550-53060 on par with Addl. Commissioner of Labour and another request is for a pay scale of Rs.34050-53060.i.e., two stages above the feeder category i.e., Deputy Director.

According to service rules, appointment to this category is filled in by promotion of from the category of Deputy Director. This category was in the pay scale of Rs.2690-4440 in 1986 revision. This category represented to PRC 1993 for continuing parity with Joint Director of other departments. The PRC assigned a corresponding pay scale of Rs.5390-8980 on par with Joint Director. This category did not represent to the PRC 1999 and 2005, however corresponding pay scales of Rs.10250-17050 and Rs.15500-30000 were assigned. The PRC 2010 recommended the pay scale of Rs.27000-51760 corresponding to the existing scales of Rs.15500-30000 to this category on par with Joint Director of other departments.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Joint Director	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director (Rs.21820-48160)	----
Additional Commissioner of Labour	---	6150-9820	11650-18625	18025-30765	31550-53060	Joint Commissioner of Labour (Rs. 27000-51760)	Cadre post
Addl. Director of Social Welfare Dept.	---	5770-9260	10950-17575	16925-30765	31550-53060	Joint Director (Rs.27000-51760)	Cadre post

The Commission notices that this category is having parity with Joint Directors of other Departments and assigns to it pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

## **25(c) FACTORIES DEPARTMENT**

This department is responsible for the enforcement the Factories Act 1948, A.P. Factories Rules, Payment of Wages Act, 1936, Maternity Benefit Act, 1961 and rules etc. Approval of plans for new factories, registration, conducting special drives in accident-prone industries ensuring compliance of safety provisions etc., are the other functions attached to the Department. The Director of Factories is the head of the Department assisted by three Joint Inspector of Factories and two Deputy Chief Inspector of Factories and one Senior Inspectress of Factories and Inspector of Factories. In the Districts, the Inspector of Factories and the Deputy Chief Inspector of Factories are assisted by ministerial staff.

<b>1. Assistant Inspector of factories</b>	<b>:</b>	<b>Rs.13660-38570</b>
No. of posts	:	20

It is stated that this post is the highest non-technical post filled in by promotion from the cadre of Senior Assistant and this is a zonal post. The post of Superintendent is also the highest non-technical post filled in by promotion from the cadre of Senior Assistants working in Head Office. The important duties and functions of this category include i) Attending court work as complainant, ii) Collection of License fee from the defective and defaulter factories; iii) Registration of un-registered factories iv) Notified as Inspector under Minimum Wages Act, 1948; v) Assists Inspector of Factories in enforcing Factories Act and other allied Acts like Payment of Wages Act, Maternity Benefit Act, etc.

It is also stated that the categories of Superintendent, Assistant Inspector of Factories and Assistant Labour Officer in Labour Department were having parity in pay scales in the earlier revisions i.e., up to 1999 revision. In the PRC 2005, Assistant Labour Officer in Labour Department was assigned a higher pay scale of Rs.8385-19125. In the PRC 2010, the category of Superintendent was assigned a higher pay scale of Rs.14860-39540 (benefited by one stage), whereas this category was assigned a pay scale of Rs.13660-38570 (corresponding scale). Similarly the category of Junior Employment Officer who was in the pay scale of Rs.7770-18575 in 2005 revision on par with this category was assigned a higher pay scale of Rs.14860-39540 in 2010 revision. Considering the functions and executive duties attached to this category, request is for a pay scale of Rs.14860-39540.

As per service rules, issued in G.O.Ms.No.44, LET&F Department, dated.04-10-1996, this category is filled in by promotion from the category of Senior Assistants with three years' service and one must have passed (i) Parts A,B&C of Labour, Factories and Boilers Departmental Test (ii) Accounts Tests for Sub-ordinate Officers Part-I.

The following is the progression of pay scales of this post and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Inspector of Factories	1330-2630	2600-5580 (one stage)	5000-10600 (C.S)	7770-18575 (one stage)	13660-38570 (C.S)	Senior Assistant (Rs.10900-31550)	--
Superintendent of Factories	1330-2630	2600-5580 (one stage)	5000-10600 (C.S)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	--
Assistant Labour Officer	1330-2630	2600-5580 (one stage)	5000-10600 (C.S)	8385-19125 (Two stages)	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	Assistant Commissioner (Rs.18030-43630)
Junior Employment Officers of Employment and Training Department	1330-2630	2600-5580 (one stage)	5000-10600 (C.S)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	District Employment Officer (Rs.18030-43630)

The Commission notices that this category was having parity with Superintendent under common category upto 1999 revision and the same was disturbed in subsequent revisions and that the category has no further promotional avenues. The Commission recommends a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 to this category, thus improved by one stage.

Another request is for conferring Gazetted status to this category as was given to Assistant Labour Officer of Labour Department. Since the aspect does not come under the purview of this Commission.

## LAW DEPARTMENT

### 27(b) PROSECUTIONS DEPARTMENT

The Directorate of Prosecutions was established in the year 1986 by separating it from Revenue and Police, to maintain independence of the Prosecuting Agency in the State vide G.O.Ms.No.323, Home (Courts.C) Department, dated.26-05-1986. It is one of the major Heads of Department in the Criminal Justice System like other Judiciary, Police and Prisons. At present, the Director of Prosecution is being appointed on deputation from the cadre of District Judge of A.P. State Higher Judicial Services. The Additional Director of Prosecutions and three Joint Directors of Prosecutions are being appointed on promotion from the Cadre Prosecutors as per Prosecution Service Rules. The following is the cadre strength of the Prosecution Department:

1.	<b>Assistant Public Prosecutor</b>	:	<b>Rs.18030-43630</b>
	No. of posts	:	232
2.	<b>Senior Assistant Public Prosecutor:</b>		<b>Rs.20680-46960</b>
	No. of posts	:	50
3.	<b>Additional Public Prosecutor Gr-II:</b>		<b>Rs.23650-49360</b>
	No. of posts	:	55
4.	<b>Additional Public Prosecutors Gr-I/ Special Public Prosecutors for Special Posts</b>	:	<b>Rs.25600-50560</b>
	No. of posts	:	45
5.	<b>Public Prosecutor/Joint Director:</b>		<b>Rs.27000-51760</b>
	No. of posts	:	12
6.	<b>Additional Director of Prosecutions</b>	:	<b>Rs.31550-53060</b>
	No. of posts	:	1
7.	<b>Director of Prosecutions</b>	:	<b>(Not in Commission's purview(NJC)</b>
	No. of posts	:	1

It is represented that Public Prosecutors may be assigned higher pay scales on par with Civil Judges as recommended by the National Judicial Pay Commission. It is stated that the work load and responsibility of the public prosecutor are very similar to that of the Judge. They are statutory posts being enshrined in the Code of Criminal Procedure, 1973 under section 24 and 25. The Public Prosecutor assists the Court to deliver Justice to the victim and is vested with the power of withdrawal from prosecution under section 321 of Cr. P. C. The work or job description of the Judge and the prosecution are one and the same. The salaries of the judges have been raised three fold as per the recommendation of Shetty Commission, whereas the Prosecutors have been ignored.

The Associations have requested to raise pay scales of Prosecutors on par with those of the Judges and similarly placed officials of other departments of State Government and also to raise the pay of Assistant Public Prosecutors to

Rs.23560-49360 by four stages and granting the equivalent fixation of scale in the revised pay scales of 2013 and accordingly to fix the pay scales of other Prosecutors.

The request of filling up of the post of Director of Prosecution from Senior most cadre Prosecuting Officer and extension of A.P. Revised Pension Rules, 1980 to the Prosecutors who joined into service after 2004, are policy matters of State Government and does not come under the purview of the PRC. Comparison with Judges regarding pay scales and other Allowances/benefits is not valid, as the Judges are covered under National Judicial Pay Commission.

Keeping in view of the qualification of Degree with L.L.B. and three years of experience at the entry level, the Commission assigns a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to the category of Assistant Public Prosecutor, thus benefited by one stage.

The Commission assigns a pay scale of Rs.42490-96110, corresponding to Rs.21820-48160 for the category of Senior Assistant Public Prosecutor, being a promotion post, thus benefited by one stage.

Keeping in view the qualifications of Degree with L.L.B. and seven years of experience at entry level, the Commission assigns a pay scale of Rs.49870-100770, corresponding to Rs.25600-50560 to the category of Additional Public Prosecutor Grade-II, thus benefitted by one stage.

The Commission assigns a pay scale of Rs.56870-105810, corresponding to Rs.29200-53060 to the category of Additional Public Prosecutor Grade-I, being the promotion post, thus benefited by two stages.

The Commission assigns a pay scale of Rs.61450-105810, corresponding to Rs.31550-53060 to the category of Public Prosecutor, being the promotion post, thus benefitted by two stages.

The Commission assigns a pay scale of Rs.73270-108330, corresponding to Rs.37600-54360 to the category of Additional Director of Prosecutions, being the promotion post, thus benefitted by two stages.

## **28(a) MUNICIPAL ADMINISTRATION DEPARTMENT**

The Municipal Administration Department is headed by the Commissioner and Director of Municipal Administration and it administers the Urban Local Bodies. There are 182 Urban Local Bodies and their classification is as shown below:

Municipalities Grade-III and Nagar Palikas  
Municipalities Grade-II  
Municipalities Grade-I  
Special Grade Municipalities  
Selection Grade Municipalities  
Municipal Corporations

At present there are 19 Municipal Corporations, 113 Municipalities and 50 Nagar Panchayats. The Municipalities have been graded into five categories on the basis of annual income i.e., Selection Grade, Special Grade, First Grade, Second Grade, Third Grade and Nagar Panchayats.

The Municipal Commissioner is the administrator of the Urban Local Body. All the municipal staff including Ministerial Staff, Town Planners, Municipal Engineers, etc., work under the control of the Municipal Commissioner. The pay scale of the Municipal Commissioner should not be less than any of the subordinate staff working under his control. Especially, the Municipal Commissioner monitors the functions of the Municipal Engineer. But the pay scales of Engineers are higher than the pay scale of Municipal Commissioners.

The request for the revision of pay scales of the Municipal Commissioners is examined below:

<b>1. Municipal Commissioner</b>		
<b>Grade- III</b>	:	<b>Rs.15280-40510</b>
No. of posts	:	
<b>2. Municipal Commissioner</b>		
<b>Grade- II</b>	:	<b>Rs. 16150-42590</b>
No. of posts	:	
<b>3. Municipal Commissioner</b>		
<b>Grade- I</b>	:	<b>Rs. 20680-46960</b>
No. of posts	:	
<b>4. Municipal Commissioner</b>		
<b>Special Grade</b>	:	<b>Rs.23650-49360</b>
No. of posts	:	
<b>5. Municipal Commissioner</b>		
<b>Selection Grade</b>	:	<b>Rs.27000-51760</b>
No. of posts	:	
<b>6. Regional Director cum</b>		
<b>Appellate Commissioner</b>	:	<b>Rs.29200-53060</b>
No. of posts	:	

**7. Additional Director : Rs. 34050-54360**  
**No. of posts :**

The request is for assigning the higher pay scales on par with Engineers of Engineering Department.

The pay scales of the Municipal Commissioners in comparison with the pay scales of the Engineers from time to time are as under:

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion Post
	(Rs.)						
Municipal Commissioner Grade-III	1550-3050	2930-5960	5640-11300	8385-19125	15280-40510	Manager, Sanitary Supervisors, Sanitary Inspector (Rs.13660-38570)	Municipal Commissioner Grade-II (Rs.16150-42590)
Assistant Executive Engineer	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	Assistant Engineer (Rs.15280-40510)	Dy. Executive Engineer (Rs.19050-45850)
Municipal Commissioner Grade-II	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Municipal Commissioner Gr-III (Rs.15280-40510)	Municipal Commissioner Grade-I (Rs.20680-46960)
Deputy Executive Engineer	1980-3500	3640-7580	6950-14425	10845-25600	19050-45850	Assistant Executive Engineer (Rs.16150-42590)	Executive Engineer (Rs.23650-49360)
Municipal Commissioner Grade-I	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Municipal Commissioner Grade-II (Rs.16150-42590)	Municipal Commissioner Special Grade (Rs.23650-49360)
Executive Engineer / Municipal Engineer Gr-I)	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360	Deputy Executive Engineer (Rs.19050-45850)	Superintendent Engineer (Rs.31550-53060)
Municipal Commissioner Special Grade	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	Municipal Commissioner Grade-I (Rs.20680-46960)	Municipal Commissioner Selection Grade (Rs.27000-51760)
Executive Engineer	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360	Deputy Executive Engineer (Rs.19050-45850)	Superintendent Engineer (Rs.31550-53060)
Municipal Commissioner Selection Grade	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Municipal Commissioner Special Grade (Rs.23650-49360)	Regional Director cum Appellate Commissioner (Rs.29200-53060)

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion Post
	(Rs.)						
Superintending Engineer	2880-4930	5770-9260	10950-17575	18025-30765	31550-53060	Executive Engineer (Rs.23650-49360)	Chief Engineer (Rs.41550-55660)
Regional Director cum Appellate Commissioner	2880-4930	5770-9260	10950-17575	16925-30765	29200-53060	Municipal Commissioner Selection Grade (Rs.27000-51760)	Additional Director (Rs.34050-54360)
Superintending Engineer	2880-4930	5770-9260	10950-17575	18025-30765	31550-53060	Executive Engineer (Rs.23650-49360)	Chief Engineer (Rs.41550-55660)
Additional Director	3090-5140	6610-9820	12550-18625	19675-30765	34050-54360	Regional Director cum Appellate Commissioner (Rs.29200-53060)	Commissioner (Cadre Post)
Chief Engineer	3580-5380	7580-10100	14425-19150	23500-30765	41550-55660	Superintending Engineer (Rs.31550-53060)	Engineering Chief (Rs.44740-55660)

The post of Municipal Commissioner Grade-III is filled in by direct recruitment, and by promotion from the Managers for first, second and third Grade Municipalities, Revenue Officers of Selection, Special Grade and First Grade Municipalities, Sanitary Supervisors, Sanitary Inspectors, Sanitary Food Inspectors in the Municipalities and Municipal Corporations.

The post of Municipal Commissioner Grade-II is filled in by direct recruitment and by promotion post of Municipal Commissioner Grade-III, Managers of Special Grade and Selection Grade Municipalities. There is a channel for the Ministerial Staff Working in the Offices of the Commissioner and Director of Municipal Administration, Regional Director cum Appellate Commissioner, Director of Town and Country Planning and Assistant Section Officers of the Secretariat other than Finance and Law Departments. However, due to Zonal restrictions under Six Point Formula, this channel of appointment is not in operation.

The post of Municipal Commissioner Grade-I is filled in by promotion from the category of Municipal Commissioner Grade-II.

The post of Special Grade Municipal Commissioner is filled in from the Municipal Commissioner Grade-I.

The post of Regional Director cum Appellate Commissioner is filled in by promotion from the category of Selection Grade Municipal Commissioner.

The post of Additional Director is to be filled in by promotion from the category of Regional Director cum Appellate Commissioner.



The posts of Municipal Commissioner Grade-III and Municipal Commissioner Grade-II under direct recruitment are to be filled in through the Group-II and Group-I examinations respectively, conducted by the Andhra Pradesh Public Service Commission.

The issue regarding parity between the scale of pay of Municipal Commissioners and Municipal Engineers has been discussed by successive PRCs. The plea that the Municipal Engineers drawing a higher scale than the Municipal Commissioners though working under his administrative authority is not enough reason for Municipal Commissioners to claim a higher scale of pay. Considering the duties and responsibilities of these categories, the Commission assigns the following pay scales:

Municipal Commissioner Grade-III :	Rs.29760-80930 corresponding to Rs.15280-40510
Municipal Commissioner Grade-II :	Rs.35120-87130 corresponding to Rs.18030-43630 (Thus improved by one stage)
Municipal Commissioner Grade-I :	Rs.40270-93780 corresponding to Rs.20680-46960
Municipal Commissioner Special Grade:	Rs.46060-98440 corresponding to Rs.23650-49360
Municipal Commissioner Selection Grade:	Rs.52590-103290 corresponding to Rs.27000-51760
Regional Director cum Appellate Commissioner :	Rs.61450-105810 corresponding to Rs.31550-53060 (Thus improved by one stage)
Additional Director :	Rs.73270-108330 corresponding to Rs.37600-54360 (Thus improved by one stage)

**8. Assistant Director (Newly Created) : Rs.16150-42590**  
No. of posts :

It is stated that the Government after considering the necessity have sanctioned the Post of Assistant Director in Directorate of Municipal Administration in the time scale of Rs.9285-21550 (RPS-2005) vide G.O.Ms.No.855, M.A.&U.D. (A2) Department, dated:19-12-2008. Further it is stated that the Superintendent / Special Category Stenos working in the Office of the Commissioner & Director of Municipal Administration Hyderabad and Regional Director-cum-Appellate Commissioners of Municipal Administration shall be made sole feeder category to the post of "Assistant Director".

The category did not represent to the 2010 revision, however assigned a corresponding pay Scale of Rs.16150-42590 (Rs.9285–21550) (2005 revision). The request is for assigning a higher pay scale of Rs.18030-43630 on par with Assistant Directors in other Heads of Departments.

As per the service rules, issued in G.O.Ms.No.205, MA&UD (A2) Department, dated:14-05-2010, the post is filled by appointment by transfer from the category of Superintendent / Special Category Steno working in the office of Commissioner and Director of Municipal Administration / Office of Regional Director-cum-Appellate Commissioner of Municipal Administration and one must possess a Bachelor's Degree along with Accounts Test of Local Body Employees Part-I & II.

In view of the above, as per the duties and responsibilities of the Assistant Director, the Commission recommends a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

## **28(c) TOWN & COUNTRY PLANNING DEPARTMENT**

**1. Blue Print Operator** : **Rs.6900-20680**  
No. of posts : 8

No representation has been received.

Following is the progression of pay scales of this post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Blue Print Operator	740-1150	1425-2525	2650-4850	3950-8815	6900-20680	Office Subordinate (Rs.6700-20110)	Tracer (Rs.8440-24950)

According to service rules, vide G.O.Ms.No.445, MA&UD (B2) Department, dt:26.07.1999, this post is filled by appointment by transfer from qualified members of the A.P. Last Grade Service working in the Town Planning Department. Must have passed VII Class Examination or its equivalent examination and must have along with practical experience in Blue Printing work for a period of atleast 2 years in any Government Engineering Department or Architects Office or Local Authority.

Keeping in view of the qualifications, duties and responsibilities, the Commission assigns to this category a pay scale of Rs.13780-42490 corresponding to Rs.7100-21250, thus improved by one stage.

**2. Statistical Assistant /**  
**Senior Statistical Assistant** : **Rs.13660-38570**  
No. of posts : 4

It is represented that the post of Statistical Assistant and Superintendent had the same pay scales up to 2005. Subsequently, the Statistical Assistant was assigned the scale of Rs.13660-38570 in PRC 2010, while the Superintendent's scale was enhanced to Rs.14860-39540.

It is further informed that Deputy Statistical Officers of Directorate of Bureau of Economics and Statistics are working in the department on deputation basis for a long time. The pay scales of Deputy Statistical Officer and Statistical Assistant were one and the same up to RPS 2005. It is requested for assigning higher pay scale of Rs.14860-39540 on par with Deputy Statistical Officer in Economics and Statistics Department and Superintendents in Common Categories.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Statistical Assistant/ Senior Statistical Assistant	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Assistant (Rs.10900-31550)	Statistical Officer (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Deputy Statistical Officer	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Assistant Statistical Officer (Rs.11530-33200)	Statistical Officer (Rs.16150-42590)

According to service rules, issued in G.O.Ms.No.445, MA&UD (B2) Department, dt:26.07.1999, this post is filled by appointment by transfer of Senior Assistants in the Andhra Pradesh Municipal Service working in the Town & Country Planning Department. If no qualified or suitable person is available for appointment by Method-I above, by deputations of Deputy Statistical Officer of Bureau of Economics and Statistics on tenure basis for a period of 3 years.

The Commission notices that this category is having parity with Deputy Statistical Officer of Economics and Statistics Department in successive PRCs.

Considering the above parity, duties and responsibilities, the Commission assigns to this category a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

**3. Administrative Officer : Rs.14860-39540**  
No. of posts : 3

It is represented that the Administrative Officer and Superintendent pay scale is one and the same. There are only three Administrative Officers posts in the Directorate of Town Planning. Out of the three posts, two Administrative Officers are functioning with the Administration of Directorate and Municipal Town Planning Service Administration and one Administrative Officer looks after the subjects in the Directorate such as Recruitments, transfers, promotions. It is requested to assign higher pay scale of Rs.19050-49850 on par with Administrative Officer / Accounts Officer in other Departments.

Following is the progression of pay scales of this post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Administrative Officer	1550-3050	2930-5960	5640-11300	8385-19125	14860-39540	Superintendent (Rs.14860-39540)	Assistant Director (Rs.19050-45850)

According to service rules, issued in G.O.Ms.No.197, MA&UD (B2) Department, dt:25.03.1992, this post is filled by appointment by transfer of Superintendents in the A.P. Ministerial Service in the Town Planning Department. One must have passed Accounts Test for Subordinate Officers parts-I&II and must have put in not less than 5 years of service in the category from which appointment by transfer is made.

The Commission notices that the feeder category i.e., Superintendent and promotion post i.e., Administrative Officer are in the same scale of Rs.14860-39540.

In view of the above, the Commission assigns to this category of Administrative Officer a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, thus improved by one stage.

**4. Assistant Director /  
Assistant City Planner /  
Assistant Town Planner : Rs.19050-45850**  
No. of posts : 119

It is stated that the Assistant Director is a Fourth Level Important post in the Department. He is the head of the Town Planning section besides having independent drawing and disbursing duties, conducting of physical surveys, preparation of development plans for municipalities and mandal headquarters etc., are the duties and responsibilities attached to the post. He assists the Deputy Director in the technical matters. Request is for assigning a higher pay scale of Rs.23650-49360 on par with Executive Engineer.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Assistant Director	1980-3500	3640-7580	6950-14525	10845-25600	19050-45850	Town Planning Officer (Special Grade) (Rs.18030-43630)/Town Planning Assistant (Rs.16150-42590)	Deputy Director (Rs.23650-49360)
Executive Engineer	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360	Deputy Executive Engineer (Rs.19050-45850)	Superintending Engineer (Rs.31550-53060)

According to service rules, issued in G.O.Ms.No.500, MA&UD (B2) Department, dt:21.12.2013, this post of Assistant Director is filled by appointment by transfer from the category of the Town Planning Assistant and by appointment by transfer from the category of Town Planning Officer should have completed not less than 3 years of service in the categories of Town Planning Assistant / Town Planning Officer. By direct recruitment through A.P. Public Service Commission, the qualifications prescribed are post graduation in Town and Country Planning or its equivalent with BE (Civil)/ Bachelor of Architecture etc.,

Considering the qualifications, duties and responsibilities and the pay scale of feeder category, the Commission assigns to this category a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by one stage.

<b>5. Deputy Director /</b>		
<b>Deputy City Planner</b>	<b>:</b>	<b>Rs.23650-49360</b>
No. of posts	:	30

It is represented that the Deputy Director is an important post in the Department. They extend guidance and advice to the Municipalities and Gram-Panchayats in Town Planning and also accord technical approval. They also prepare and design the project report for the development works. It is requested to assign higher pay scales of Rs.23650-49360 on par with Executive Engineer in Engineering Department.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Deputy Director	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360	Assistant Director (Rs.19050-45850)	Joint Director (Rs.27000-51760)
Executive Engineer	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360	Deputy Executive Engineer (Rs.19050-45850)	Superintending Engineer (Rs.31550-53060)

According to service rules, the post of Deputy Director is filled by promotion from the category of Assistant Director and must possess a minimum qualification of B.E., (Civil) / B.Arch., / M.A., Geography or must have passed the A.P. Government examination for certificate in Architecture or any equivalent examination with 10 years service as Assistant Director and must have passed Accounts Test for Local Body Employees.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360.

<b>6. Joint Director / City Planner</b>	<b>:</b>	<b>Rs.27000-51760</b>
No. of posts	:	3

It is represented that the Joint Director duties and responsibilities viz., monitoring, preparation of master plans, reviewing of master plans, finalization of disciplinary cases etc., are as that of a Chief Engineer. It is requested to assign higher pay scale of Rs.31550-53060 on par with Superintending Engineer in Engineering Department.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Joint Director	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director (Rs.23650-49360)	Additional Director (Rs.34050-54360)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Superintending Engineer	2880-4930	5770-9260	10950-17575	18025-30765	31550-53060	Executive Engineer (Rs.23650-49360)	Chief Engineer (Rs.41550-55660)

According to service rules, the post of Joint Director is filled by promotion from the category of Deputy Director. One must possess a minimum qualification of B.E., (Civil) / B.Arch., / M.A., Geography and must possess a P.G. Degree or Diploma in Town & Country Planning from a University in India established with 3 years service as Deputy Director.

In view of the duties and responsibilities, the Commission assigns to this category a pay scale of Rs.56870-105810, corresponding to Rs.29200-53060, thus improved by one stage.

#### 7. Additional Director /

**Additional Chief City Planner : Rs.34050-54360**

No. of posts : 2

It is represented that the Additional Directors are working in various planning related departments like, MA & UD Department, Government of A.P. Urban Development Authorities (UDAs), Greater Hyderabad Municipal Corporation / Greater Visakhapatnam Municipal Corporation, Mission of Elimination of Poverty in Municipal Areas (MEPMA), Hyderabad Metro Rail Limited (HMRL) and A.P. Housing Board (APHB) / A.P. Rajiv Swagruha Housing Corporation etc., and they are discharging the planning and development control functions under Administrative control under the department of Town and Country Planning. It is requested to assign a higher pay scale of Rs.41550-55660 on par with Chief Engineer.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Additional Director	-	-	-	19675-30765	34050-54360	Joint Director (Rs.27000-51760)	Director (Rs.41550-55660)
Chief Engineer	3580-5380	7580-10100	14425-19150	23500-30765	41550-55660	Superintending Engineer (Rs.31550-53060)	Engineer-in-Chief (Rs.44740-55660)

According to service rules, the post is filled by promotion from the category of Joint Director and must possess a minimum qualification of B.Arch., or B.E., (Civil) or M.A., (Geography) and must possess a Post Graduate Degree or Diploma in Town and Country Planning from University in India established or incorporated by or under a Central Act, State Act or Provincial Act or Institution or Fellowship or Associate shop of the Institute of Town Planners of India

recognized by the University Grants Commission with 3 years service as Joint Director.

The Commission is of the view that the existing pay scale of this category to be adequate and assigns to it the pay scale of Rs.66330-108330, corresponding to Rs.34050-54360.

**8. Director : Rs.41550-55660**  
No. of posts : 3

It is represented that the Director of Town and Country Planning Department was established in 1961 headed by Director, Town Planning. Subsequently, the post of Director of Town Planning was re-designated as Director of Town and Country Planning and it was given the grade on par with another non-cadre Head of the Dept., i.e., Chief Engineer (Public Health) under the control of MA&UD Dept. The post of DTCP has been under transformation with the changing scope of work and responsibilities from time to time. However, in this transformation, the pay scale of DTCP was not made identical with Engineer-in-Chief (Public Health) Dept., when it was upgraded.

The Director also provides technical assistance to various departments involved in planning and development and also offers technical remarks to the Govt. in the matters like Master Plan approvals of various towns, alienation of lands, and the General Town Planning Scheme prepared by the Dept., requires constant revision and updating of existing situation on the ground. This requires constant monitoring, close supervision and better administrative control.

It is further represented that the other compelling circumstances have resulted in increase of migration to all cities and major towns of the State and result was that by now there was an increase in the number of Corporations and major Municipalities. This has resulted in the necessity of employing not only number of employees but also placing them under the supervision of high ranked officer. Ultimately, the controlling officer at the State level is to be an officer of superior rank to have effective supervision and control to achieve the desired objective coupled with this the need to control the Town Planning Activities in Panchayats have resulted in enormous increase in the duties and responsibilities of the Director of Town and Country Planning to effectively control two vital areas of urban and rural areas alike.

It is requested to assign a higher pay scale of Rs.44740-55660 on par with Engineer-in-Chief in Engineering Department.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Director	3580-5380	7580-10100	14425-19150	23500-30765	41550-55660	Additional Director (Rs.34050-54360)	--
Engineer-in Chief	5000-6200	8140-10380	15475-19675	25600-30765	44740-55660	Chief Engineer (Rs.41550-55560)	--



According to service rules, the post is filled by promotion from the category of Additional Director and must possess a minimum qualification of B.E., (Civil) / B.Arch., or M.A., (Geography) and must possess a Post Graduate Degree and Diploma in Town & Country Planning from a University in India establishes or incorporated by or under a Central Act, State Act or Provincial Act, or Institution or Fellowship and Associate ship of the Institute of Town Planners of India recognized by the University Grants Commission with 3 years service as Joint Director.

The Commission the span of control and multifarious of duties of this category in both Urban as well as Rural areas and also the pay scale assign to officers in technical departments, the Commission assigns to it a pay scale of Rs.87130-110850, corresponding to Rs.44740-55660, thus improved by one stage.

**These categories comes under the control of urban local bodies i.e., corporations, municipalities and Nagar Panchayaties.**

1. **Town Planning and Building Overseer** : **Rs.9460-27700**  
No. of posts : 3

It is represented that this category is initial field level Technical Post in Town Planning wing is Town Planning and Building Overseer and the initial field level Technical Post is Assistant Engineer. Engineering Department Technical Post and Town Planning Department Technical Post are equal post and equal qualifications. Those individuals working in Urban Local Bodies i.e., Municipalities, Nagar Panchayaties and Corporations. They are attending multifarious duties and field work. They are administration and disciplinary under the control of Director of Town & Country Planning Department.

Request is for assigning higher pay scale of Rs.15280-40510 on par with Assistant Engineer in Engineering Department.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Town Planning Building Overseer	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700	Town Planning Tracer (Rs.8440-24950)	Town Planning Supervisor (Rs.15280-40510)
Assistant Engineer	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Draughtsman Gr-II (now known as Asst. Technical Officer (Rs.11530-33200)	Deputy Executive Engineer (Rs.19050-45850)

According to service rules issued in G.O.Ms.No.346, MA&UD (B2) Department, dt:20.07.2013, this post is filled by direct recruitment. Must possess a minimum qualification of a Diploma in D.C.E., / L.C.E., / L.A.A., awarded by the Andhra Pradesh Board of Technical Education or Degree in B.Arch., or B.E., / B.Tech., (Civil) or B.Planning / B.Tech., (Civil) or B.Planning / B.Tech., (Planning) from a University in India established or incorporated by or under a Central Act, State Act or Provincial Act, recognized by the University Grants Commission or any other equivalent qualification to the qualification under the above prescribed by the Government from time to time and shall be enunciate by the Government there to and by appointment by transfer from the category of Town Planning Tracer with not less than 3 years of service.

Considering the qualifications, duties and responsibilities, the Commission assigns to this category a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200, thus improved by three stages.

**2. Town Planning Supervisor : Rs.15280-40510**  
No. of posts :

It is requested to assign higher pay scale of Rs.16150-42590 on par with Assistant Executive Engineer in Engineering Department. Those individuals working in Urban Local Bodies i.e., Municipalities, Nagar Panchayaties and Corporations. They are attending multifarious duties and field work. They are administration and disciplinary under the control of Director of Town & Country Planning Department.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Town Planning Supervisor	-	2600-5580	5000-10600	8850-20300	15280-40510	Town Planning and Building Overseer (Rs.9460-27700)	Town Planning Officer (Rs.18030-43630)
Assistant Executive Engineer	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	-	Deputy Executive Engineer (Rs.19050-45850)

According to service rules, issued in G.O.Ms.No.346, MA&UD (B2) Department, dt:20.07.2013, this post is filled by promotion from the category of Town Planning and Building Overseer with not less than 3 years in the category or by direct recruitment if no qualified and suitable person is available for appointment. By promotion form the category of Town Planning and Building Overseers. Must possess a minimum qualification of Degree in B.Arch., or B.E., / B.Tech., (Civil) or B.Planning / B.Tech., (Planning) from a University in India or must possess a minimum qualification a Diploma in D.C.E., / L.C.E., / L.A.A., awarded by the Andhra Pradesh Board of Technical Education.

Considering the qualifications, duties and responsibilities, the Commission assigns to this category a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus improved by one stage.

**3. Town Planning Assistant : Rs.16150-42590**  
No. of posts : 71

It is represented that the Town Planning Assistant and Town Planning Officer declared as a Gazetted post, vide G.O.Ms.No.347, Municipal Administration Department, dt:20.07.2013. The Town Planning Assistant and Town Planning Officer (Ordinary Grade) are one and the same. The Town Planning Assistant has been upgraded as Gazetted post on par with re-designated post of Town Planning Officer. Those individuals working in Urban Local Bodies i.e., Municipalities, Nagar Panchayaties and Corporations. They are attending multifarious duties and field work. They are administration and disciplinary under the control of Director of Town & Country Planning Department.

It is requested to assign a higher pay scale of Rs.18030-43630 on par with Town Planning Officer.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Town Planning Assistant	1380-2750 (Degree Holder)/ 1330-2630 (Diploma Holder)	2930-5960	5640-11300	8385-19125/ 9285-21550 (A.C 2008)	16150-42590	Architecture Draughts Man (Rs.15280-40510)	Town Planning Officer (Rs.18030-43630)
Town Planning Officer	-	2930-5960	6350-13000	9285-21550	18030-43630	Town Planning Assistant (Rs.16150-42590)	Assistant Director (Rs.19050-45850)

According to service rules, issued in G.O.Ms.No.500, MA&UD (B2) Department, dt:21.12.2013, this post is filled by promotion from the category of Architectural Draughts Man from the A.P. Town Planning Sub-Ordinate Service. Must possess a degree in B.Arch., or B.E., / B.Tech., (Civil) or B.Planning / B.Tech., (Planning) or must possess a Diploma in DCE / LCE / LAA awarded by the Andhra Pradesh Board of Technical Education. By direct recruitment must possess minimum qualification of B.Arch., or B.E., / B.Tech., (Civil) or B. Planning / B.Tech., (Planning) or passing an Associates ship examination of Institute of Town Planners (India).

Considering the qualifications, duties and responsibilities and keeping in view the pay scale of feeder category the Commission assigns to this category a

pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

**4. Town Planning Officer : Rs.18030-43630**  
No. of posts :

It is stated that the posts of Town Planning Officer (Ordinary Grade) and Town Planning Officer (Special Grade) are re-designated as Town Planning Officer vide G.O.Ms.No.347, Municipal Administration Department, dt:20.07.2013. The post of Town Planning Assistant / Town Planning Officer in A.P. Town Planning Department is declared as Gazetted in the existing scale of pay. Those individuals working in Urban Local Bodies i.e., Municipalities, Nagar Panchayaties and Corporations. They are attending multifarious duties and field work. They are administration and disciplinary under the control of Director of Town & Country Planning Department.

It is requested to assign a higher pay scale of Rs.19050-45850 on par with Deputy Executive Engineer in Engineering Department.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Town Planning Officer	-	2930-5960	6350-13000	8385-19125/ 9285-21550 (A.C 2008)	18030-43630	Town Planning Assistant (Rs.16150-42590)	Assistant Director (Rs.19050-45850)
Deputy Executive Engineer	1980-3500	3640-7580	6950-14425	10845-25600	19050-45850	Assistant Engineer (Rs.15280-40510) Assistant Executive Engineer (Rs.16150-42590)	Executive Engineer (Rs.23650-49360)

According to service rules, issued in G.O.Ms.NO.348, MA & UD (B2) Department, dt:20.07.2013, this post is filled by appointment by transfer from the Town Planning Supervisor with not less than 3 years of service in the category of Town Planning Supervisors or by direct recruitment, if no qualified and suitable person is available for appointment by promotion from the Town Planning Supervisors. The post is filled by promotion / direct recruitment must possess a minimum qualification of a degree in B.Arch. or B.E., / B.Tech., (Civil)) or B.Planning/ B.Tech., (Planning) from a University in India or must possess a minimum qualification of a Diploma in D.C.E., / L.C.E., / L.A.A., awarded by the Andhra Pradesh Board of Technical Education.

Considering the qualifications, duties and responsibilities of this category and the increase in the pay scale of feeder category, the Commission assigns to it a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, thus improved by one stage.

**URBAN LOCAL BODIES**  
**28(i) GREATER HYDERABAD MUNICIPAL CORPORATION**

- 1. Health Assistant : Rs.9200-27000**  
 No. of posts : 52

Request for assigning higher pay scale of Rs.10900-31550.

According to the service rules issued in G.O.Ms.No.780, MA & UD Department, dated:21.11.2008, this post is filled in by appointment by transfer from the Sanitary Jawan and by direct recruitment. Qualifications for the both the methods are Intermediate or 10+2 equivalent standard in Biological Sciences or Maths, Physics and Chemistry as one of the optional subjects along with a Sanitary Inspector training course certificate awarded by the Chairman, Board of Examination constituted by Government of A.P. or from Government of India/ Government of A.P. recognized Institution and physical fitness for camp life, as per standards as prescribed by the Commissioner & Director of Municipal Administration.

The following is progression of pay scales of this category:

Category	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.					
Health Assistant	1875-3750	3550-7150	5200-11755	9200-27000	Sanitary Jawan (Rs.6700-20110)	Sanitary Inspector (Rs.10020-29200)

Keeping in view the qualifications for entry into this category and the nature of its duties, the Commission assigns to it a pay scale of Rs.18400-55410, corresponding to Rs.9460-27700, thus improved by one stage.

- 2. Sanitary Inspector : Rs.10020-29200**  
 No. of posts : 12

Request for assign a higher pay scale of Rs.11530-33200.

According to the service rules issued in G.O.Ms.No.780, MA & UD Department, dated:21.11.2008 this post is filled in by promotion from the category of Health Assistants and by direct recruitment, for both methods one must possess a Bachelor Degree from a recognized University of India established or incorporated by or under Central Act or a Provincial Act or State Act or an institution recognized by the University Grants Commission and a Sanitary Inspector training Course Certificate awarded by the Chairman Board of examination constituted by the State Govt., A.P. or from any Govt. of India / Govt., of A.P. Recognized Institution.

The following in the progression of pay scales of this category.

Category	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.					
Sanitary Inspector	2075-4270	3950-8150	5750-13030	10020-29200	Health Assistant (Rs.9200-27000)	Sanitary Supervisor (Rs.11530-33200)

Keeping in view the qualification prescribed for entry into this category and the nature of its duties, the Commission assigns to it a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200, thus improved by two stages.

**3. Sanitary Supervisor : Rs.11530-33200**  
No. of posts : 56

The following in the progression of pay scales of this category.

Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)							
Sanitary Supervisor	600-1050	1150-2110 (C.S)	2315-4880 (one stage)	4430-9300 (C.S)	6505-15025 (C.S)	11530-33200 (C.S)	Sanitary Inspector (10020-29200)	Assistant License Officer (Rs.14860 -39540)

According to the service rules issued in G.O.Ms.No.780, (MA & UD) Department dated.21.11.2008 this post is filled in by promotion from the category of Sanitary Inspector, one must possess a Bachelor Degree from a recognized University of India established or incorporated by or under Central Act or a Provincial Act or State Act or an institution recognized by the University Grants Commission and a Sanitary Inspector training Course Certificate awarded by the Chairman Board of examination constituted by the State Govt. A.P. or from any Govt. of India / Govt. of A.P. Recognized Institution.

The duties and responsibilities of Sub-Inspector of Police of Police Department and Sanitary Supervisor of G.H.M.C., are not comparable. However, keeping in view the enhanced qualification for entry and increase in the pay scale of its feeder category the Commission assigns to this category a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by two stages.

**4. Assistant License Officer : Rs.14860-39540**  
No. of posts : 02

It is represented that the Government created and sanctioned nine posts of Assistant License Officers in the scale of Rs.8385-19125 and two posts of License Officers in the scale of Rs.9285-21550 in the GHMC, Hyderabad vide G.O.Ms.No.126, Finance (SMPC) Department, dated:6-5-2008. As per staffing pattern of GHMC, the Government sanctioned additional posts of 23 Assistant License Officers and three License Officers, 122 Sanitary Inspectors and 63 Health Assistants vide G.O.Ms.No.92, Finance (SMPC.I) Department, dt:03-04-2013.

Progression of pay scales of this category and comparable post is as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Assistant License Officer (GHMC)	1550-3050	2930-5960	5640-11300	8385-19125	14860-39540	Sanitary Supervisor (Rs.11530-33200)	License Officer (Rs.16150-42590)
Municipal Commissioner Grade-III (Municipal Administration)	1550-3050	2930-5960	5640-11300	8385-19125	15280-40510	Manager for first, second and third Municipalities (Rs. 13660-38570/ Rs.12550-35800) Revenue Officer of Selection Grade , Special Grade and First Grade Municipalities (Rs.12550-35800/ Rs.11860-34050)/ Revenue Officer of Selection Grade , Special Grade Municipalities (Rs.12550-35800) / Sanitary Supervisor (Rs.11530-33200)	Municipal Commissioner Grade-II (Rs.16150-42590)

The Government have issued service rules for the posts of License Officer/Assistant License Officer, Sanitary Supervisor/ Sanitary Inspector/ Health Assistant of GHMC vide G.O.Ms.No.780 MA&UD (F1) Department, dated. 21-11-2008. As per the above rules, this post is filled in by promotion from the category of Sanitary Supervisor or Re-designated Sanitary Supervisor as per G.O.Ms.No.546 Health, dated.16-06-1975 and one must possess a Bachelor Degree and must have passed Account Test for employees of Local bodies Paper-I & II.

As per the duties and responsible of Assistant License Officer (GHMC) and Municipal Commissioner Grade-III are different and it is not comparable. However, the Commission assigns a pay scale of Rs.29760-80930, corresponding to the pay scale of Rs.15280-40510, thus improved by one stage.

**5. License Officer : Rs. 16150-42590**  
**(Not included in the schedule of 2010)**  
 No. of posts :

It is represented that the Government created and sanctioned two posts of License Officers in the GHMC, Hyderabad vide G.O.Ms.No.126, Finance (SMPC) Department, dt:6-5-2008 and later as per staffing pattern of GHMC, the Government has sanctioned another three License Officers posts vide G.O.Ms.No.92, Finance (SMPC.I) Department, dt:03-04-2013.

The basic qualifications of Assistant License Officer is Graduation and must have passed departmental test for local bodies. The basic duties of Assistant License Officer and License Officer are for regulation of Trade Licenses in the entire GHMC covering 625 Sq. kms with near about 3.0 lakh traders. It is stated that this category is equivalent to Municipal Commissioner Grade-II. Hence, request is for assigning a higher pay scale of Rs.19050-45850.

Following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
License Officer (GHMC)	--	--	--	--	16150-42590	Asst. License Officer (Rs.14860-39540)	---
Municipal Commissioner Gr-II (Municipal Administration Department)	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Municipal Commissioner Gr-III (Rs.15280-40510)	Municipal Commissioner Gr-I (Rs.20680-46960)

As per service rules, this post is filled in by promotion from the category of Assistant License Officer and one must possess a graduation and must have passed Account Test for Local bodies.

Keeping in view the nature of duties and functions and the pay scale of feeder category, the Commission assigns a pay scale of Rs.35120-87130, corresponding to the pay scale of Rs 18030-43630, thus improved by one stage.

**6. Assistant Commissioner / Valuation Officer / Asst. Assessor & Collector** : **Rs. 16150-42590**  
 No. of posts : 20

It is represented that Assistant Commissioner, Valuation Officer and Assistant Assessor & Collector are drawing the Pay scale of Rs.16150-42590. Request is to assign the pay scale on par with Section Officer in Secretariat, Divisional Accounts Officer and Motor Vehicle Inspector of Transport Department and also assign the Grade-II Municipal Commissioner.

Progression of pay scale of this category and comparable posts are as follows:

Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)							
Assistant Commissioner (GHMC)	900-1500	1810-3230	3310-6840	6350-13100	9285-21550	16150-42590	Superintendent (Rs.14860-39540)	Municipal Commissioner Gr-I (Rs.20680-46960)
Section Officer (Secretariat)	800-1450	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Section Officer (Rs.12910-36700)	Asst. Secretary to Government (Rs.23650-49360)
Divisional Accounts Officer Gr-I (Works Accounts Dept.)	800-1450	1810-3230	3110-6380	5980-12100	9285-21550	18030-43630	Divisional Officer Grade-II (Rs.15280-40510)	Assistant Pay and Accounts Officer (Rs.19050-45850)



Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)							
Motor Vehicle Inspector (Transport Department)	750-1300	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Asst. Motor Vehicle Inspector (Rs.15280-40510)	Regional Transport Officer (Rs.19050-45850)

As per the service rules, vide G.O.Ms.No.32, MA & UD Department, dated:18-01-1993, read with amendment G.O.Ms.No.75, M.A. & U.D. (F1) Department, dated:8-2-2007, this post to be filled by promotion from the category of Superintendents, Special Category Stenographer and Assistant Personnel Officer of Municipal Corporation of Hyderabad, duly following in accordance with seniority / combined seniority list of the said three categories who have put in at least three years of service.

The duties and responsibilities of Section Officers in Secretariat, Divisional Accounts Officer Grade-I of Works Accounts Department and the Motor Vehicle Inspectors of Transport Department are different and comparison is not appropriate

Keeping in view of the duties and responsibilities, the Commission assigns a pay scale Rs.35120-87130, corresponding to pay scale of Rs.18030-43630, thus improved by one stage.

**7. Community Organizer : Rs.13660-38570**  
No. of posts : 06

It is represented that this category was assigned a pay scale of Rs.7770-18575 on par with Superintendent in 2005 revision. In 2010 revision, this category was assigned a lower pay scale of Rs.13660-38570, whereas Superintendent was assigned a higher pay scale of Rs.14860-39540. Hence, request is for a higher pay scale of Rs.14860-39540.

The following is progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Community Organizer	1330-2630	2525-5390 2600-5580 (AC1995)	5000-10600	7770-18575	13660-38570	Community Development Officer (Rs.11860-34050)	Deputy Project Officer (Rs.16150-42590).
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Asst. (Rs.10900-31550)	Asst. Director/ Accounts Officer (Rs.18030-43630)

As per the Greater Hyderabad Municipal Corporation Urban Community Development Subordinate Service Rules issued vide G.O.Ms.No.272, MA & UD (F1) Department, dated.12-07-2012, the category of Community Organizer is filled by promotion from the category-II, (i.e., Community Development Officer)

if no eligible candidate is available for promotion from category-II by deputation from the Municipal Commissioners Grade-III of A.P. Municipal Administration Service, one must possess a degree from any University with minimum of 3 years experience in category-II along with passed the Accountant Test Part-I & II for Local Body Employees.

Keeping in view the qualifications of this category and the nature of its duties, the Commission assigns to it the pay scale of Rs.28940-78910 corresponding to Rs.14860-39540, thus improved by one stage.

**8. Food Inspector : Rs. 12550-35800**  
No. of posts : 08

It is represented that there are Five (5) full time Food Inspectors (Non-Gazetted) posts are existed in GHMC as existed in Institute of Preventive Medicine, Public Health and Food (Health) Administration Department.

The requisite qualifications, training and duties are one and the same for the category of Food Inspector (Non-Gazetted) of GHMC and Institute of Preventive Medicine i.e. to implement the Prevention of Food Adulteration Act (Previously) now known as Food Safety and Standards Act, 2006 Rules 2011. In the new act, the designation of Food Inspector has been renamed as Food Safety Officer and requisite qualification for Food Safety Officer is fixed as M.Sc., (Chemistry) or a Bachelor of Science in Dairy Technology, Food Technology, Oil Technology, Microbiology and Bachelor of Medicine. Keeping view of the qualifications, responsibilities and duties prescribed in the Food Safety and Standards Act, 2006 Rules 2011 and also the duties allotted by the Commissioner of Food Safety, A.P. Hyderabad and Commissioner, GHMC from time to time.

In view of the above position, request is for assigning higher pay scale of Rs.13660-38570 on par with Food Inspector (Non-Gazetted) of Institute of Preventive Medicine.

Progression of pay scale of this category and comparable post are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Food Inspector (Non Gazetted) (GHMC)	1150-2110	2195-4560	4190-8700	7200-16925	12550-35800	--	Food Inspector (Gazetted) (Rs.16150-42590)
Food Inspector (Non Gazetted) (IPM)	1150-2110	2195-4560	4190-8700/4550-9600 (A.C. 2004)	7200-16925	13660-38570	Junior Analyst (Rs.13660-38570)/ M.P. Health Supervisor (formerly Sanitary Inspector) (Rs.9460-27700) / Health Inspector of Municipal Corporations & Municipalities (Rs.10020-29200)	Food Inspector (Gazetted) (Rs.16150-42590)

The Commission notices that the categories of Food Inspector in GHMC and IPM are being similar in qualifications duties and responsibilities.

The Commission accordingly assigns a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 on par with Food Inspector in Institute of Preventive Medicine, thus improved by three stages.

**9. Gazetted Food Inspector : Rs. 16150-42590**  
No. of posts :

It is represented that there are Two (2) Gazetted Food Inspector posts are existed in GHMC as existed in Institute of Preventive Medicine, Public Health and Food (Health) Administration Department.

The requisite qualifications, training and duties are one and the same for the category of Gazetted Food Inspector of GHMC and IPM i.e. to implement the Prevention of Food Adulteration Act (Previously) now Food Safety and Standards Act, 2006 Rules 2011. In the new act, the designation of Food Inspector has been renamed as Food Safety Officer and requisite qualification for Food Safety Officer is fixed as M.Sc., (Chemistry) or a Bachelor of Science in Dairy Technology, Food Technology, Oil Technology, Microbiology and Bachelor of Medicine. Keeping view of the qualifications, responsibilities and duties prescribed in the Food Safety and Standards Act, 2006 Rules 2011 and also the duties allotted by the Commissioner of Food Safety, A.P. Hyderabad and Commissioner, GHMC from time to time.

Progression of pay scale of this category and comparable post is as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Food Inspector (Gazetted) (GHMC)	--	--	--	--	16150-42590	Food Inspector (Non-Gazetted) (Rs.12550-35800)	Assistant Food Controller (Rs.18030-43630)
Food Inspector (Gazetted) (IPM)	1380-2750	2930-5960	5640-11300	9285-21550	16150-42590	Food Inspector (Non-Gazetted) (Rs.13660-38570)	Assistant Food Controller (Rs.18030-43630)

The Commissions notes that the qualification, duties and responsibilities of this category are similar to that Food Inspector (Gazetted) IPM.

The Commission assigns to this category a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630 on par with Food Inspector (Gazetted) in Institute of Preventive Medicine, thus improved by one stage.

**10. Assistant Food Controller : Rs. 18030-43630**  
**(Not included in the**  
**of 2010)**  
 No. of posts : 01

It is represented that one (1) post of Assistant Food Controller is existed in GHMC as existed in IPM & State Food (Health) Administration Department.

The requisite qualification, training and duties are one and the same for the categories of Food Inspector(Non-Gazetted), Gazetted Food Inspector and Assistant Food Controller of GHMC and IPM i.e. to implement the Prevention of Food Adulteration Act(Previously) now Food Safety and Standards Act, 2006 Rules 2011. In the new act, the designation of Food Inspector has been renamed as Food Safety Officer and requisite qualification for Food Safety Officer is fixed as M.Sc., (Chemistry) or a Bachelor of Science in Dairy Technology, Food Technology, Oil Technology, Microbiology and Bachelor of Medicine. Keeping view of the qualifications, responsibilities and duties prescribed in the Food Safety and Standards Act, 2006 Rules 2011 and also the duties allotted by the Commissioner of Food Safety, A.P. Hyderabad and Commissioner, GHMC from time to time.

It is stated that one post of Food Inspector was upgraded as Assistant Food Controller in the pay scale of Rs.18030-43630 vide G.O.Ms.No.99, Finance (SMPC-I) Department, dated.04.04.2012. Hence request is for a pay scale of Rs.18030-43630 on par with Assistant Food Controller of IPM.

Progression of pay scale of this category and the comparable post is as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Assistant Food Controller (GHMC)		--	--	--	18030-43630	Food Inspector (Gazetted) (Rs.16150-42590)	---
Assistant Food Controller (IPM)	1810-3230	3310-6840	6350-13000	10280-24200	18030-43630	Food Inspector (Gazetted) (Rs.16150-42590)	Deputy Food Controller / Deputy Food Controller (Technical Officer ) (Rs.21820-48160)

The Commission notes that this category is having similar qualification, duties and responsibilities on par with Assistant Food Controller of IPM.

The Commission assigns a pay scale of Rs.40270-93780 corresponds to Rs.20680-46960 on par with Assistant Food Controller in Institute of Preventive Medicine, thus improved by two stages.

## **28(ii) GREATER VISAKHAPATNAM MUNICIPAL CORPORATION**

<b>1. Social Worker</b>	<b>:</b>	<b>Rs.7520-22430</b>
No. of posts	:	11

It is represented that the post of Social Worker is assigned a lower pay scale than that of Junior Assistant and the present qualification of this category is Degree. Request is for assigning a higher pay scale than that of Junior Assistant.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010
	Rs.				
Social Worker	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Junior Assistant	910-1625	1745-3420	3290-6550	4825-10845	8440-24950

This category represented to the successive Pay Revision Commissions seeking parity with Junior Assistant and Village Development Officer. The Pay Revision Commission 1999 ruled out comparison of this post with the Village Development Officer & Junior Assistant. Further the Pay Revision Commission 2005 noticed that there were no service rules for this post and assigned a corresponding pay scale of Rs.4260-9520 to this category.

No service rules for the post are placed before the Commission. Hence, we assign a pay scale of Rs.14600-44870, corresponding to Rs.7520-22430 to this category.

<b>2. Tax Collector</b>	<b>:</b>	<b>Rs.7740-23040</b>
No. of posts	:	88

It is represented that the post of Tax Collector is assigned a lower pay scale than that of Junior Assistant. According to the seniority the Tax Collector working in GVMC shall be worked as Assistant Tax Inspector which is equivalent to the scale of Junior Assistant. Hence, it is requested to assign a higher pay scale of Rs.8440-24950 on par with Junior Assistant.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010
	Rs.				
Tax Collector	780-1275	1595-3020	2990-5810	4370-9775	7740-23040
Junior Assistant	910-1625	1745-3420	3290-6550	4825-10845	8440-24950

No service rules for the post are placed before the Commission. Hence, we assign a pay scale of Rs.15030-46060, corresponding to Rs.7740-23040 to this category.

<b>3. Sanitary Inspector</b>	:	<b>Rs.11860-34050</b>
No. of posts	:	60

It is represented that the three Sanitary Inspectors who have been working as Food Safety Officers in the GVMC from long time as per the Government orders and gazette notification vide G.O.Ms.No.29, HM&FW (L1) Department, dt:06-02-2006 and G.O.Ms.No.245, HM&FW Dept., dt.18.05.1992. They are working as Food Safety Officers higher than the Sanitary Inspector but they are drawing only Sanitary Inspectors pay scale and no special allowances are being paid for their duties in GVMC. Request is for sanction of Special Pays and Allowances for attending the duties of Food Safety Officers.

The Commission notices that the existing incumbent is drawing higher pay scale of Rs.11860-34050, when compared to sanitary Inspector of other Corporations / Municipalities.

In view of the above position, the Commission assigns a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200 to the future entrants, the existing incumbent may draw a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050 as personal to him.

Sanction of special Pays and Allowances for the post of Food Safety Officers are dealt in separately in Vol-I of the report.

<b>4. Director of Sports (GVMC)</b>	:	<b>Rs.11860-34050</b>
No. of posts	:	1

It is represented that the individual was promoted as Director of Sports in G.O.Rt.No.790, MA & UD (A2) Department, dt:12.07.2010 in the pay scale of Rs.7200-16175 (PRC 2005). Further stated that he is the only officer to look after the total Sports, Games and Cultural Activities in the entire jurisdiction of the GVMC, which was extended for 534,00 Sq. Kms. and also stated that there are several State / National / International Sports activities are being conducted within the jurisdiction of the GVMC with overall supervision of Director of Sports, GVMC and also stating that the scale which was fixed to Director of Sports in less than Grade-III coach of A.P. State Sports Authority. Request is to upgrade the post of Director of Sports to the equivalent cadre of Assistant Commissioner / Secretary of GVMC in the pay scale of Rs.19050-45850.

The Commission notices that the category of PET was upgraded as Director of Sports in the pay scale of Rs.7200-16925 (2005). The same fact was not brought to the notice of PRC 2010. In view of the above, the Commission assigns to it a pay scale of Rs.24440-71510, which is corresponding to Rs.12550-35800 (2010) (i.e., Rs.7200-16925) (2005), thus improved by one stage.

<b>5. Revenue Officer</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	10
<b>6. Accounts Officer</b>	:	<b>Rs. 14860-39540</b>
No. of Posts	:	2
<b>7. Administrative Officer</b>	:	<b>Rs. 14860-39540</b>
No. of posts	:	1

It is represented that the categories of Revenue Officer / Accounts Officer / Administrative Officer of Greater Visakhapatnam Municipal Corporation were assigned a pay scale of Rs.14860-39540 on par with Superintendent. The post of Superintendent is feeder category of the above three categories.

It is stated that Municipal Commissioner Gr-III was accorded Gazetted status and was assigned a revised pay scale of Rs.15280-40510, whereas the categories of Revenue Officers / Accounts officers/ Administrative Officers who are equal to the cadre of Municipal Commissioner Grade-I were assigned a lower pay scale of Rs.14860-39540. Request is also made for the post of Revenue Officer / Accounts Officer/ Administrative Officer to confer the Gazetted status on par with the Sub-Inspector of Police.

The progression of pay scale of these categories are as follows:

Category	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)					
Revenue officers/ Accounts officers/ Administrative officers	2930-5960	5640-11300	8385-19125	14860-39540	Superintendent (Rs.14860-39540)	Assistant Commissioner (Rs.19050-45850)

According to the service rules this category is filled in by promotion from the category of Superintendent belonging to the A.P. Municipal Corporations Service or by Special recruitment by transfer from any other service by Government and must hold a degree of any University. Must have passed the Accounts Tests for Local body employees or Accounts for Subordinate Officers part-I.

The following is the Progression of pay scales of Manager and Revenue Officers in successive PRC's.

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Manager Municipal Corporation of Hyderabad now Greater Hyderabad Municipal Corporation	700-1200	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540
Manager/ Revenue Officer/ Accountant in Municipal Corporation of Visakhapatnam now Greater Visakhapatnam Municipal Corporation	800-1450	1550-3050	2930-5960	5640-11300	8385-19125	14860-39540

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Manager/ Revenue Officer/ Accountant in Municipal Corporation of Vijayawada	700-1200/ 650-1100/ 600-1050	1550- 3050	2930- 5960	5640- 11300	8385-19125	14860- 39540
Manager in the Municipal Corporations of Kurnool, Kadapa, Rajahmundry, Nellore, Warangal	--	--	2600- 5580	5000- 10600	8385-19125	14860- 39540
Revenue Officer in the Municipal Corporations of Kurnool, Kadapa, Rajahmundry, Nellore, Warangal	--	--	2525- 5390	4850- 10250	8385-19125	14860- 39540
Accountant in the Municipal Corporations of Rajahmundry, Guntur, Nellore, Kurnool .	--	--	2375- 5040/ 2315- 4880	4550- 9600/ 4430- 9300	8385- 19125/ 8385-19125	14860- 39540
Manager (Special and Selection Grade Municipalities)	700- 1200	1330- 2630	2600- 5580	5000- 10600	7770-18575	13660- 38570
Revenue Officers (Special and Selection Grade)	550-900	1050- 1945	2600- 5580	4850- 10250	7200-16925	12550- 35800
Accountant (Special and Selection Grade)	600- 1050	1230- 2330	2375- 5040	4550- 9600	6675-15500	11860- 34050
Revenue Officer (first grade municipalities)	600- 1050	1230- 2330	2375- 5040	4550- 9600	6675-15500	11860- 34050

As seen from the above Managers, Revenue Officers and Accountants were having different pay scales up to 2005 revision. The PRC 2010 examined the above aspect and recommended uniform pay scale of Rs.14860-39540 for those working in Municipal Corporations.

The PRC 2010 in order to maintain uniformity, assigned the pay scale of Rs.14860-39540 corresponding to the pay scale of Rs.8385-19125 to the Manager/Revenue Officer/Accountant of the Greater Hyderabad Municipal Corporation and other Municipalities that form part of Greater Hyderabad Municipal Corporation who were now in the pay scales of Rs.7770-18575/7200-16925/6675-15500 respectively.

The Commission notices that the existing scales are adequate and accordingly assigns the following pay scale to these categories:

Revenue Officers : Rs.28940-78910 corresponding to Rs.14860-39540.

Accounts Officers : Rs.28940-78910 corresponding to Rs.14860-39540.

Administrative Officer : Rs.28940-78910 corresponding to Rs.14860-39540.

Regarding to other requests these are dealt separately in the Volume-I of the Report.



### **28(iii) MUNICIPAL CORPORATION OF VIJAYAWADA**

- |                                       |          |                       |
|---------------------------------------|----------|-----------------------|
| <b>1. Work Inspector Gr-V</b>         | <b>:</b> | <b>Rs.6700-20110</b>  |
| No. of posts                          | :        | 12                    |
| <b>2. Work Inspector Gr-IV</b>        | <b>:</b> | <b>Rs.7740-23040</b>  |
| No. of posts                          | :        | 38                    |
| <b>3. Work Inspector Gr-III</b>       | <b>:</b> | <b>Rs.8440-24950</b>  |
| No. of posts                          | :        | 26                    |
| <b>4. Work Inspector Gr-II</b>        | <b>:</b> | <b>Rs.9200-27000</b>  |
| No. of posts                          | :        | 1                     |
| <b>5. Work Inspector Gr-I</b>         | <b>:</b> | <b>Rs.10020-29200</b> |
| <b>(Not included in the Schedule)</b> |          |                       |
| No. of posts                          | :        |                       |

Request for assigning higher pay scale for the post of Work Inspector Gr-I, Gr-II and Gr-III on par with Electrician / Draughtsman / Park Supervisor Grade-I, Grade-II and Grade-III respectively

The pay scales and qualifications for the post of Work Inspectors, Electricians, Draughtsman and Park Supervisors of Grade-I, Grade-II and Grade -III are as follows:

Name of the post	Qualifications	Comparison posts	Qualification
Work Inspector Gr-I (Rs.10020-29200)	L.C.E., D.C.E., L.M.E., D.M.E., I.T.I., S.S.C. with 10 years experience	Electrician Gr-I (Rs.10900-31550) Park Supervisor Gr-I (Rs.12550-35800) Draughtsman Gr-I (Rs.15280-40510)	I.T.I. S.S.C. or Inter with, former Park Superintendent 5 years experience. L.C.E., D.C.E., I.T.I., Civil
Work Inspector Gr-II (Rs.9200-27000)	L.C.E., D.M.E., I.T.I., S.S.C with 8 years experience	Electrician Gr-II (Rs.9200-27000) Park Supervisor Gr-II (Rs.10900-31550) Draughtsman Gr-II (Rs.11530-33200)	Un-qualification The corresponding scale. SSC or Guardian Worker with 5 years experience. ITI Civil or LCE, DCE (failed)
Work Inspector Gr-III (Rs.8400-24950)	I.T.I. Civil, S.S.C or inter and 5 years experience	Park Supervisor Gr-III (Rs.8400- 24950) Draughtsman Gr-III (Rs.9460- 27700)	5 <sup>th</sup> Class Farmer, Assistant Park Superintendent and 5 years experience as Gardiner. ITI Civil
Work Inspector Gr-IV (Rs.7740-23040)	SSC or ITI	--	--

The progression pay scale of Work Inspectors Grade-I, Grade-II and Grade-III, Grade-IV and Grade -V in Work Charged establishment are as follows :

Category	1986	1993	1999	2005	2010
	(Rs.)				
Work Inspector Gr.V (Executive)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110

Category	1986	1993	1999	2005	2010
	(Rs.)				
Work InspectorGr.V	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Work InspectorGr.IV	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Work InspectorGr.III	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Work InspectorGr-II	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Work InspectorGr-I	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550

Request for assigning higher pay scale on par with the post of Electrician/ Draughtsman / Park Supervisor. The duties of Draughtsman, Electrician and Park Supervisor are difference, hence comparison is not desirable.

The Commission assigned the pay scale to these categories are as follows:

<b>Work Inspector Gr-V</b>	:	Rs.13000-40270 corresponding to Rs. 6700-20110
<b>Work Inspector Gr-IV</b>	:	Rs.16400-49870 corresponding to Rs.8440-24950, thus improved by two stages.
<b>Work Inspector Gr-III</b>	:	Rs.18400-55410 corresponding to Rs.9460-27700, thus improved by two stages.
<b>Work Inspector Gr-II</b>	:	Rs.21230-63010 corresponding to Rs.10900-31550, thus improved by three stages.
<b>Work Inspector Gr-I</b> <b>(Not included in the Schedule)</b>	:	Rs.23100-67990 corresponding to Rs.11860-34050, thus improved by three stages

The request for change of nomenclature from Work Inspectors to Work Supervisors does not come within the purview of the Commission.

<b>Electrician Grade-II</b>	:	<b><u>Rs.7520-22430 (FE)</u></b> <b><u>Rs.9200-27000 (P)</u></b>
No. of Posts	:	33
<b>Electrician Grade-I</b>	:	<b><u>Rs.7960-23650 (FE)</u></b> <b><u>Rs.10900-31550 (P)</u></b>
No. of Posts	:	13

Request is for assigning parity with Electricians of the other departments and for assigning higher scale of pay and also technical scales to the technical category employees. Another request is for sanction of additional qualification increments to be provided to the technical categories and also allotment of identical equivalent special pays, personal pay, Automatic Advancement Scheme.

They did not represent to the PRC 2010 however, assigned corresponding pay scale of Rs.9200-27000 and Rs.10900-31550 to the Electrician Grade-II and Electrician Grade-I respectively and unqualified drawn the corresponding pay scales.

Further they requested to sanction the additional qualification increments to the class-III Category Diploma qualified candidates in Engineering Sections.

The Commission considers the existing pay scales of these categories to be adequate and assigns the following scales:

Electrician Grade-II : Rs.14600-44870 corresponding to Rs.7520-22430 (FE)(Unqualified draw the corresponding pay scale)/ Rs.17890-53950 corresponding to Rs.9200-27000 (P)

Electrician Grade-I : Rs.21230-63010, corresponding to Rs.10900-31550 (as personal for those promoted with ITI qualification)/Rs.15460-47330 (U.Q)/ corresponding pay scale of Rs.7960-23650.

**Regularization the Minimum Time Scale employees (Basic + D.A.):**

It is represented that there are 226 NMRs are working in Vijayawada Municipal Corporation for more than 24 years under various categories like Work Inspectors, Drivers, Typists, Computer Operators, Attenders etc. The Govt., of A.P., has sanctioned Minimum Time-scale for 226 NMRs., with Pay + D.A. without HRA and other benefits.

Further they stated that even though, necessary proposals were sent by the Commissioner, VMC to the Government stating the budget allotment and also that there are huge No.of vacancies arised in VMC due to retirements etc., and the difference of expenditure for salaries, if the regularization is effected would be only 10 in addition to the present expenditure and the same being borne from the VMC funds only. The Vijayawada Municipal Corporation "Council" has resolved for regularization of the services of NMRs. It is further submit that Regularization of NMRs, who have completed more than 24 years of Service does not leads to violation and against Act-2 of 1994. Further they stated that the Act 2 of 1994 was commenced from 15-01-1994, but it was implemented retrospectively with effect from 25-11-1993.

Regularization of services of minimum time scale employees / N.M.Rs. is a Government policy decision and it does not come within the purview of the Commission.

## **28 (viii) MUNICIPAL CORPORATION OF RAJAHMUNDRY**

<b>1. Sanitary Inspector</b>	<b>:</b>	<b>Rs.10020-29200</b>
No. of posts	:	17

It is represented that the work of Sanitary Inspectors starts at 5<sup>0'</sup> clock in the morning with verification of muster of sanitary workers and it continues till 10<sup>0'</sup> clock in the night. In Andhra area, the Sanitary Supervisors supervise the work of Sanitary Inspectors. In Telangana area, there are no Sanitary Supervisors in the Municipalities. The Sanitary Supervisors and Sanitary Inspectors form feeder category to the post of Municipal Commissioner Grade III in the ratio of 1:1. Further, the training for the Multi Purpose Health Workers and Sanitary Inspectors is one and the same. Further they state that the PRC 2005 assigned a common pay scale for Sanitary Inspector working in Municipalities/ Municipal Corporations, but PRC 2010 recommended different pay scales to the Sanitary Inspectors in various Municipal Corporations.

The pay scales of the Sanitary Inspector in PRC 2005 and 2010 in various Corporations and Municipalities are as follows:

<b>Municipal Corporation</b>	<b>PRC 2005 (Rs.)</b>	<b>PRC 2010 (Rs.)</b>
Greater Visakhapatnam Municipal Corporation	5750-13030	<b>11860-34050</b>
Kurnool and Nellore Municipal Corporations	5750-13030	11530-33200
Nizamabad Municipal Corporation	6195-14175	10900-31550
Rest of the Corporations	5750-13030	10020-29200
In A.P. all Municipalities	5750-13030	10020-29200

Even though the duties and working conditions are the same and also working under same authority i.e., the Directorate of Municipal Administration, Hyderabad, different pay scales were assigned for the category of Sanitary Inspector. Hence, request is for assigning a common pay scale of Rs.11860-34050 for the category of Sanitary Inspectors working in different Municipalities/ Municipal Corporations.

Progression of pay scales of Sanitary Inspectors categories in Municipalities and various Municipal Corporations are as follows:

<b>Name of the Corporation</b>	<b>Category</b>	<b>1993</b>	<b>1999</b>	<b>2005</b>	<b>2010</b>
		<b>Rs.</b>			
Greater Hyderabad Municipal Corporation	Sanitary Inspector	2075-4270	3950-8150	5750-13030	10020-29200
Greater Visakhapatnam Municipal Corporation	Sanitary Inspector	2075-4270	3950-8150	5750-13030	<b>11860-34050</b>
Municipal Corporation of Vijayawada	Sanitary Inspector	2075-4270	3950-8150	5750-13030	10020-29200
Municipal Corporation of Guntur	Sanitary Inspector	2075-4270	3950-8150	5750-13030	10020-29200
Municipal Corporation of Kadapa	Sanitary Inspector	--	3950-8150	5750-13030	10020-29200
Municipal Corporation of Kurnool	Sanitary Inspector	2075-4270	3950-8150	5750-13030	<b>11530-33200</b>

Name of the Corporation	Category	1993	1999	2005	2010
		Rs.			
Municipal Corporation of Nellore	Sanitary Inspector	--	3950-8150	5750-13030	<b>11530-33200</b>
Municipal Corporation of Rajahmundry	Sanitary Inspector	2075-4270	3950-8150	5750-13030	10020-29200
Municipal Corporation of Warangal	Sanitary Inspector (Telangana Region)	<u>2195-4560(P)</u>	<u>4190-8700(P)</u>	<u>6195-14175(P)</u>	<u>10900-31550(P)</u>
		2075-4270 (FE)	3950-8150 (FE)	5750-13030 (FE)	10020-29200 (FE)
Municipal Corporation of Kakinada	Sanitary Inspector	--	--	5750-13030	10020-29200
Municipal Corporation of Nizambad	Sanitary Inspector	--	--	6195-14175	10900-31550
Municipal Corporation of Eluru	Sanitary Inspector	--	--	5750-13030	<b>10020-29200</b>
Municipal Corporation of Ananthapur	Sanitary Inspector	--	--	5750-13030	10020-29200
Municipal Corporation of Tirupati	Sanitary Inspector	--	--	5750-13030	10020-29200
Municipal Corporation of Karimnagar	Sanitary Inspector	--	--	5750-13030	10020-29200

### **Municipalities:**

Category	1993	1999	2005	2010
	Rs.			
Sanitary Inspector (Telangana Region)	<u>2195-4560(P)</u> 2075-4270 (FE)	<u>4190-8700(P)</u> 3950-8150 (FE)	<u>6195-14175(P)</u> 5750-13030 (FE)	<u>10900-31550(P)</u> 10020-29200 (FE)
Sanitary Inspector (Andhra Region)	2075-4270	3950-8150	5750-13030	10020-29200
Municipal Sanitary Inspector	2075-4270	3950-8150	5750-13030	10020-29200

As per A.P. Municipal Health (Municipalities) Subordinate Service Rules vide G.O.Ms.No.84, M.A. & U.D. (G1) Department, dated.14-02-2012, the post of Sanitary Inspector to be filled by promotion from the category of Health Assistants who have possess a Bachelor's Degree in Biological Science from any University in India or incorporated by or under Central Act, Provincial Act or a State Act or an Institution are recognized by the UGC or an equivalent qualification along with Sanitary Inspector Training course certificate awarded by the Chairman, Board of Examination and Physical fitness for camp life, as standards as prescribed by the Commissioner & Director of Municipal Administration.

Further as per Greater Hyderabad Municipal Corporation (Health Wing) Service Rules vide G.O.Ms.No.780, MA & UD (F.1) Department, dated.20-11-2008, the post of Sanitary Inspector to be filled by promotion from the category of Health Assistant and by direct recruitment, one must have possess a Bachelor Degree from a recognized University of India along with a Sanitary

Inspector training course certificate awarded by the Chairman Board of Examination.

Request is for assigning a common pay scale of Rs.11860-34050 for the category of Sanitary Inspectors working in different Municipalities/ Municipal Corporations.

The Commission considers its desirable to bring uniformity in pay scale of this category in all Municipal Corporations/ Municipalities, since the nature of job done and the entry qualifications are now made uniform throughout the State. Service rules for this category are issued in G.O.Ms.No.84, MA&UD (G1) Department, dt:14.02.2012 and G.O.Ms.No.780, MA & UD (F1) Department, dt:20.11.2008. In view of the above, the Commission assigns a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200 (improved by two stages) to the category of Sanitary Inspector of Municipalities and Municipal Corporations. The Commission notices that all major corporations are adopting service rules of GHMC in their respective corporations. Regarding those who are drawing higher pay scales, the same pay scale may be continued to the incumbent. For the future entrants, the pay scale of Rs.22460-66330, corresponding to Rs.11530-33200 will apply.

**2. Sanitary Supervisor : Rs.11530-33200**  
No. of posts : 1

Request is for assigning the appropriate scales to the Sanitary Supervisor on par with the other wings i.e., Town Planning, Engineering of outdoor executive cadres in Municipalities and Municipal corporations.

Progression of Pay scales of Sanitary Inspectors categories in Municipalities and various Municipal Corporations are as follows:

Name of the Corporation	Category	1993	1999	2005	2010
		Rs.			
Greater Hyderabad Municipal Corporation	Sanitary Supervisor	2315-4880	4430-9300	6505-15025	11530-33200
Greater Visakapatnam Municipal Corporation	Sanitary Supervisor	2315-4880	4430-9300	6505-15025	11530-33200
Municipal Corporation of Vijayawada	Sanitary Supervisor	2315-4880	4430-9300	6505-15025	11530-33200
Municipal Corporation of Guntur	Sanitary Supervisor	2315-4880	4430-9300	6505-15025	11530-33200
Municipal Corporation of Kurnool	Sanitary Supervisor	2315-4880	4430-9300	6505-15025	11530-33200
Municipal Corporation of Rajahmundry	Sanitary Supervisor	2315-4880	4430-9300	6505-15025	11530-33200
Municipal Corporation of Kakinada	Sanitary Supervisor	--	--	6505-15025	11530-33200
Municipal Corporation of Ananthapur	Sanitary Supervisor	--	--	6505-15025	11530-33200
Municipal Corporation of Tirupati	Sanitary Supervisor	--	--	6505-15025	11530-33200

Name of the Corporation	Category	1993	1999	2005	2010
		Rs.			
Municipal Corporation of Karimnagar	Sanitary Supervisor	--	--	6505-15025	11530-33200
Municipalities	Sanitary Supervisor	2315-4880	4430-9300	6505-15025	11530-33200
Medical and Health Department	Multipurpose Health Supervisor (M&F)	2075-4270	3950-8150	5750-13030	11530-33200
	Health Sub-Inspector	<u>1975-4010</u> (P) 1875-3750(FE)	<u>3750-7650(P)</u> 3550-7150 (FE)	5750-13030	11530-33200

Keeping in view the increase propose in the pay scale of feeder category and the service rules issued in G.O.Ms.No.84, MA & UD Department, dt:14.02.2012 and G.O.Ms.No.780, MA & UD (F1) Department, dt:20.11.2008, the Commission assigns a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, to the category of Sanitary Supervisor of Municipalities and Municipal Corporations, (thus improved by two stages). The Commission notices that all major Corporations are adopting Service Rules of GHMC in their respective Corporations.

## **28(ix) MUNICIPAL CORPORATION OF WARANGAL**

**1. Filter Bed Operator Grade-II : Rs.9200-27000 (P)  
Rs.7520-22430(FE)**

No. of posts :

It is represented that the Fitter Bad Operator Grade-II is categories into two separate scales one for common category and another for I.T.I holder. The promotion post for Fitter Bed Operator Grade-I for those who possess ITI qualification.

The progression of pay scales of Filter Bed Operator, Filter Bed Operator Grade I & II in Municipalities are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Filter Bed Operator (PRC-1978) Rs.475-760	1010-1800 (For ITI) 910-1625 (For others)	1875-3750 (P) 1745-3420 (FE)	3550-7150 (P) 3290-6550 (FE)	5200-11755 (P) 4825-10845 (FE)	9200-27000 (P) 8440-24950 (FE)
Filter Bed Operator Gr-I (PRC-1978) Rs.450-700	1010-1800 (For ITI) 860-1470 (For others)	1875-3750 (P) 1665-3200 (FE)	3550-7150 (P) 3130-6150 (FE)	5200-11755 (P) 4595-10845 (FE)	9200-27000 (P) 7960-23650 (FE)
Filter Bed Operator Gr-II (PRC-1978) Rs.410-625	1010-1800 (For ITI) 860-1470 (For others)	1875-3750 (P) 1535-2840 (FE)	3550-7150 (P) 2870-5470 (FE)	5200-11755 (P) 4260-9520 (FE)	9200-27000 (P) 7520-22430 (FE)

The Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.17890-53950 (P)/ Rs.14600-44870 (F.E.), corresponding to pay scale of Rs.9200-27000 (P) / Rs.7520-22430(F.E.). The Commission also confirms the existing scale of pay of other categories of Filter Bed Operator Grade-I and Filter Bed Operator at the existing level.

Other requests are dealt with in the relevant chapters of Volume-I of the report.



## **28(xiv) MUNICIPAL CORPORATION OF TIRUPATHI**

<b>1. Superintendent</b>	<b>:</b>	<b>Rs. 14860-39540</b>
No. of posts	:	

It is represented that some of the Superintendents were sanctioned vide G.O.Ms.No.151, Finance (SMPC.I) Department, dt:18-07-2011 in the pay scale of Rs.13660-58570. Further stated that vide G.O.Ms.No.92, Finance (SMPC.I) Department, dt:03-04-2013, the post of Superintendent was sanctioned in the pay scale of Rs.14860-39540. Hence the request is for rectify the anomaly and to allow pay scale of Rs.14860-39540 to those Superintendents who were sanctioned in the year 2011.

The Superintendent category is covered under A.P. Ministerial Service Rules and categorized as common category. The common category superintendent pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 will apply to this category also. Hence, no anomaly is prevailing.

<b>2. Manager/ Revenue Officer</b>	<b>:</b>	<b>Rs.14860-39540</b>
<b>Accountant</b>		
No. of posts	:	

It is represented that the posts of Head Masters of High Schools and the Assistant Engineers are made Gazetted. They requested to make the posts of Superintendents, Managers, Revenue Officers and Accountants working in Municipal Corporations as Gazetted, so as to deal with them while the Head Masters approach these officers in the Corporations.

The above categories are having parity with Superintendents under common categories. The Commission assigns a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 for the above categories.

## 28 (xx) MUNICIPALITIES

1. **Accountant (1<sup>st</sup>& 2<sup>nd</sup> Grade Municipalities)** : **Rs.11530-33200**  
No. of posts :
2. **Manager (2<sup>nd</sup> and 3<sup>rd</sup> Grade Municipalities)/  
Revenue Officer (1<sup>st</sup> Grade Municipalities)/  
Accountant (Special and Selection  
Grade Municipalities)** : **Rs. 11860-34050**  
No. of posts :
3. **Manager (1<sup>st</sup> Grade Municipalities):  
Revenue Officer (Special and  
Selection Grade Municipalities)** : **Rs.12550-35800**  
No. of posts :
4. **Manager (Special and Selection  
Grade Municipalities)** : **Rs.13660-38570**  
No. of posts :

It is represented that the category of Senior Assistants in all Departments including Municipalities is common scale of Rs.10900-31550 in 9<sup>th</sup> Pay Revision Commission. The next promotion post of Senior Assistant is Superintendent at the scale of Rs.14860-39540 in common categories, whereas, in municipalities the next promotion post of U.D. Clerk is Manager (2<sup>nd</sup> and 3<sup>rd</sup> Grade Municipality) and Revenue Officer (1<sup>st</sup> Grade Municipalities) i.e., Rs.11860-34050 in RPS 2010 which is equivalent to the post of Superintendent in other departments, but the post of Superintendent is not categorized in the Municipality.

Request to assign higher pay scales of the following categories:

<b>Name of the category</b>	<b>PRC 2010 pay scale</b>	<b>Request for higher pay scale</b>
Accountant (1 <sup>st</sup> & 2 <sup>nd</sup> Grade Municipalities)	Rs.11530-33200	Rs.13660-38570
Manager (2 <sup>nd</sup> and 3 <sup>rd</sup> Grade Municipalities)/ Revenue Officer (1 <sup>st</sup> Grade Municipalities)/ Accountant (Special and Selection Grade Municipalities)	Rs.11860-34050	Rs.14860-39540
Manager (1 <sup>st</sup> Grade Municipalities) Revenue Officer (Special and Selection Grade Municipalities)	Rs.12550-35800	Rs.15280-42590
Manager (Special and Selection Grade Municipalities)	Rs.13660-38570	Rs.16150-42590

As per the Andhra Pradesh Municipal Ministerial Subordinate Service to the category of Manager consist of the following categories namely:

Category	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)					
Managers of Second and Third Grade Municipalities, Revenue Officers of First Second and Third Grade Municipalities.	2375-5040	4550-9600	6675-15500	11860-34050	Accountant of 1 <sup>st</sup> and 2 <sup>nd</sup> Grade Municipalities in the pay scale of Rs.11530-33200 and after exhausting promotion of these incumbents by promotion from the category –IV i.e., U.D.C./ U.D. Steno/ U.D. Revenue Inspector in the pay Scale of Rs.10900-31550	Managers of first Grade Municipalities and Revenue Officers of Special and Selection Grade Municipalities (Rs.12550-35800)
Managers of First Grade Municipalities and Revenue Officers of Special and Selection Grade Municipalities.	2525-5390	4850-10250	7200-16925	12550-35800	Managers of Second and Third Grade Municipalities, Revenue Officers of first, second and third Grade Municipalities (Rs.11860-34050)	Managers of Special and Selection Grade Municipalities. (Rs.13660-38570)
Managers of Special and Selection Grade Municipalities.	2600-5580	5000-10600	7770-18575	13660-38570	Managers of First Grade Municipalities and Revenue Officers of Special and Selection Grade Municipalities (Rs. 12550-35800)	Municipal Commissioner Gr-III (Rs. 15280-42510) By direct recruitment through APPSC Group – II services. By recruitment, by transfer from among the members of categories II and III of APMMSS viz., Managers of 1 <sup>st</sup> , 2 <sup>nd</sup> and 3 <sup>rd</sup> grade Municipalities, Revenue Officers of Selection, Special and First grade Municipalities and Accountants of Selection and Special Grade Municipalities in the ratio of 1:1.

**Recommendations of HOD:**

**Category-III: Manager (2<sup>nd</sup> and 3<sup>rd</sup> Grade Municipalities)/ Revenue Officer (1<sup>st</sup> Grade Municipalities)/ Accountant (Special and Selection Grade Municipalities) Rs.11860-34050**

The Department have stated that the 2<sup>nd</sup> and 3<sup>rd</sup> Grade Municipalities headed by Municipal Commissioner Gr-III in Municipalities is Rs.15280-40510.

Request is for assigning higher pay scale of Rs.13660-38570 in Managers of Category-III.

**Category-II: Manager (1<sup>st</sup> Grade Municipalities) Revenue Officer (Special and Selection Grade Municipalities) (Rs.12550-35800)**

The department have stated that the 1<sup>st</sup> Grade Municipalities headed by Municipal Commissioner Gr-I working in the Municipalities i.e., Rs.20680-46960. The pay scale of Municipal Commissioner Gr-III in Municipalities carries Rs.15280-40510 as one of the feeder categories for promotion to the post of Municipal Commissioner Gr-III is Manager.

Request for enhancement of pay scale of Manager to Rs.15280-40510.

**Category-I: Manager (Special and Selection Grade Municipalities) (Rs.13660-38570)**

The Department have stated that the Municipal Commissioner in the category of Selection Grade the pay scale of Rs.23650-49360 will lead the Municipality followed by Assistant Commissioner (Admn.) carrying the pay scale of Rs.16150-42590 which is equivalent to the pay scale of Municipal Commissioner Gr-II. The next category Manager will head the Administration wings of the Municipalities which carry the pay scale of Rs.13660-38570.

Request for enhancement of pay scale of Manager equivalent to the pay scale of Municipal Commissioner Gr-II i.e., Rs.16150-42590.

Keeping in view the recommendation of the HOD, the Commission recommends the following pay scales for different categories:

- |  |   |
|--|---|
| 1. Accountant (1 <sup>st</sup> & 2 <sup>nd</sup> Grade Municipalities)   | : Rs.23100-67990 corresponding to Rs.11860- 34050, thus improved by one stage |
| 2. Manager (2 <sup>nd</sup> and 3 <sup>rd</sup> Grade Municipalities)/<br>Revenue Officer (1 <sup>st</sup> Grade Municipalities)/<br>Accountant (Special and Selection Grade Municipalities) | : Rs.24440-71510 corresponding to Rs.12550-35800, thus improved by one stage  |
| 3. Manager (1 <sup>st</sup> Grade Municipalities) Revenue Officer (Special and Selection Grade Municipalities)   | : Rs.26600-77030 corresponding to Rs.13660-38570, thus improved by one stage  |

4. Manager (Special and Selection Grade Municipalities) : Rs.28940-78910 corresponding to Rs.14860-39540, thus improved by one stage

5. **Bill Collector** : **Rs.7740-23040**  
No. of posts :

It is represented that the individual initially appointed as a NMR Bill Collector at Nagara Panchayat (Municipality) of Sathupalli, Khammam District since 27 years, subsequently in last year as per the Court orders the individual was regularized.

Further it is stated that as per G.O.Ms.No.212, Finance (PC-III) Department, dated.22-04-1994, those who have completed 5 years of service as N.M.R. before 1993 are eligible for regularization but the same has not been done to the individual due to above the individual will come under purview of the new contributory pension scheme.

Now, requested to allow the pension to the individual or to extend their services for further five years as a special case.

The request of the individual for extension of the superannuation service age and revoke the old pension schemes as a special case to the individual does not come in purview of the Commission.

6. **Health Assistants** : **Rs.9460-27700 (P)**  
**Rs.9200-27000**  
**(on par with MPHA in M&H Dept.,)**  
**Rs. 6900-20680 (UQ)**

No. of posts :

Request is for assigning higher pay scale of Rs.10900-31550.

As per Andhra Pradesh Municipal Health (Municipalities) Sub-ordinate Service Rules 2012, issued in G.O.Ms.No.84, MA&UD (G1) Department, dt:14-02-2012, the post is filled in by direct recruitment and by promotion from the category of Public Health Maistry and Public Health Worker. The minimum qualification is Intermediate along with a pass certificate in Multi Purpose Health Assistant Certificate awarded by the Chairman, Board of Examinations, constituted by Government of Andhra Pradesh or from Government of India/ Government of Andhra Pradesh recognized institution and physical fitness for camp life, as per standards as prescribed by the Commissioner & Director of Municipal Administration.

The Commission notices that the revised service rules for this category are issued in G.O.Ms.No.84, MA& UD Department, dated:14.02.2012. Keeping in view of its duties and responsibilities, the Commission assigns to this category a pay scale of Rs.18400-55410, corresponding to Rs.9460-27700, thus improved by one stage. Regarding those who are drawing a higher pay scale of Rs.9460-27700, the revised pay scale of Rs.18400-55410 may be allowed as personal to

them. Regarding those who are drawing a pay scale of Rs.9200-27000, their pay scale is improved by one stage and assigned a pay scale of Rs.18400-55410.

Regarding U.Q. Health Assistant, a pay scale of Rs.13780-42490, corresponding to Rs.7100-21250 is assigned, thus improved by one stage.

<b>7.</b>	<b>Sanitary Inspector</b>	<b>:</b>	<b>Rs.10900-31550 (P)</b>
	<b>(Telangana Region)</b>		<b>Rs.10020-29200 (FE)</b>
	No. of posts	:	
<b>8.</b>	<b>Sanitary Inspector</b>	<b>:</b>	<b>Rs.10020-29200</b>
	<b>(Andhra Region)</b>		
	No. of posts	:	

Request is for assigning higher pay scales of Rs.11530-33200.

As per Andhra Pradesh Municipal Health (Municipalities) Sub-ordinate Service Rules 2012 issued in G.O.Ms.No.84, Municipal Administration & Urban Development (G1) Department, dated.14-02-2012, the post is filled in by promotion from the category of Health Assistant. Must possess a Bachelor Degree in Biological Science along with Sanitary Inspector Training Course certificate awarded by the Chairman, Board of Examination constituted by Government of A.P. or from Government of India/ Government of A.P. recognized Institution and physical fitness for camp life, as per standards as prescribed by the Commissioner & Director of Municipal Administration.

In view the enhancement of qualifications, the Commission assign to these categories a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200.

<b>9.</b>	<b>Sanitary Supervisor</b>	<b>:</b>	<b>Rs.11530-33200</b>
	No. of posts	:	

Request is for assigning higher pay scale of Rs.14860-39540.

As per Andhra Pradesh Municipal Health (Municipalities) Sub-ordinate Service Rules 2012 issued in G.O.Ms.No.84, Municipal Administration & Urban Development (G1) Department, dated.14-02-2012, this post is filled in by promotion from the category of Sanitary Inspectors working in Municipalities in multi-zone concerned. Must possess a Bachelor Degree in Biological Science along with Sanitary Inspector Training Course certificate awarded by the Chairman, Board of Examination constituted by Government of A.P. or from Government of India/ Government of A.P. recognized Institution and physical fitness for camp life, as per standards as prescribed by the Commissioner & Director of Municipal Administration.

Keeping in view the qualifications and also improvement of feeder posts, the Commission assign a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by two stages.

## **PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT**

### **29(a) Panchayat Raj and Rural Employment Department**

The Commissionerate of Panchayat Raj and Rural Employment works for the planning and execution of schemes for rural development including communications, provision of drinking water, minor irrigation and poverty alleviation programs. The major schemes implemented by the department are Supply of water to rural areas and rural sanitation, Jawahar Gram Samrudhi Yojana (J.G.S.Y), programmes of community development, construction of mandal buildings and rural roads, Employment Assurance Scheme (E.A.S.), and more. In addition the maintenance of secondary, upper primary and primary schools in rural areas, maintenance of minor irrigation tanks with an ayacut upto 40 hectares and construction of school buildings from the grants released by other departments are attended to by Zilla Parishads and Mandal Parishads. The Gram Panchayats provide civic amenities to the people living in the respective villages and also maintain the Panchayat roads and other assets. Grants-in-aid are released to Panchayat Raj Institutions for developmental activities, maintenance of roads, buildings, and assets and for salaries of establishment.

#### **Commissioner of Panchayat Raj**

<b>1. Superintendent</b>	<b>:</b>	<b>Rs.14860-39540</b>
No. of posts	:	14

The Superintendents working in Zilla Praja Parishads and Mandal Praja Parishads have stated that in Zilla Praja Parishads at District level, several wings like Establishment, Planning, Elections, Accounts, Provident Fund, Pension and Education wings exist and each wing is headed by a Superintendent. In MPP at Mandal level one post of Superintendent exist in the State. The total cadre strength of 'Superintendent' post in ZPPs is (169) and in MPPs is (1096) and these posts are 'Non-Gazetted'. The Superintendent working in MPP hold greater responsibility in proper functioning of the administration, since the MPDO spend most of his time in field visits.

It is stated that the existing rules provide, that a Senior Assistant working in ZPP/MPP is at liberty to go either as Extension Officer (PR&RD) or as Superintendent. If a Senior Assistant is appointed by promotion as Extension Officer (PR&RD) then he/she enjoy 'Gazetted' status. Likewise, the other Senior Assistant, who is senior to him is appointed as 'Superintendent' then he is in 'Non-Gazetted' status.

The 'Superintendent' in DPOs Office treated as 'Gazetted' and the nomenclature of the post was changed as 'Administrative Officer' vide G.O.Ms.No.361, PR&RD (Est.VIII) Dept., dt:26.11.2004. Similarly Extension Officer (Panchayat Raj & Rural Development) in MPPs was conferred Gazetted status as per G.O.Ms.No.333, PR&RD (Mandal.II) Dept., dt:01.11.2004. The

Administrative Officer post carry same scale of pay as was assigned to 'Superintendent' in ZPPs/MPPs.

In view of the above, the request is for conferring the gazetted status to the Superintendents working in Zilla Praja Parishad, Mandal Praja Parishad and also requested to change of nomenclature to the Superintendent post in Mandal Praja Parishad as Deputy Mandal Parishad Development Officer.

As per the terms and references, the request for conferring Gazetted status and change of nomenclature does not come under the purview of the Commission.

**2. Divisional Panchayat Officer : Rs.16150-42590**  
No. of posts : 70

It is stated that the Divisional Panchayat Officer is Second Level Gazetted Officer in Panchayat Raj and Rural Development Department having jurisdiction of division consisting of 200 to 300 Gram Panchayats. According to job chart, this category duties are to review of the duty of the Extension Officers of Panchayat Raj & Rural Development, Panchayat Secretaries and other staff of his jurisdiction and holding enquiries of Gram Panchayats, conduct inspection of Gram Panchayats, ensure maintenance of accounts of Gram Panchayats and act as incharge of DPO by the orders of District Collector.

The Special Officers will be appointed in place of Sarpanches and elected body whenever elections to the Gram Panchayat not conducted within time or due pending of Court cases. These Special Officers are from the Mandal Level Offices like MPDO, Tahasildars, Veterinary Doctors, Agriculture Officer, AEEs of various departments and etc. All these officers are having equal pay scales to the Divisional Panchayat Officer. But as a Special Officers, they have to answerable to the Divisional Panchayat Officer according to A.P. Panchayat Raj Act 1994. Therefore it is not possible to supervise and review them as they are all feel that they are equal cadre to the Divisional Panchayat Officer. In view of the above, request is for a higher pay scale of Rs.19050-45850.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Divisional Panchayat Officer	1550-3050	2930-5960	5640-11300	8385-19125 / 9285-21550 (A.C. 2008)	16150-42590	Extension Officer Grade-I (Rs.14860-39540)	District Panchayat Officer (Rs.19050-45850)
Assistant Director (Tribal Cultural Research & Training Institute)	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Superintendent (Rs.14860-39540)	Deputy Director (Rs.21820-48160)
Assistant Director	1810-3230	3310-6840	6350-13000	10285-24200	18030-43630	Superintendent (Rs.14860-39540)	Deputy Director (Rs.21820-48160)



Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Deputy E.E.	1980-3500	3640-7580	6950-14425	10845-25600	19050-45850	A.E.E. (Rs.16150-42590)	E.E. (Rs.23650-49360)

The post of Divisional Panchayat Officer is filled by promotion from the category of Extension Officer (PR&RD) Grade-I and Superintendent of the O/o Commissioner of PR&RE and Administrative Officer of District Panchayat Officer's Office.

Considering the duties and responsibilities of this category and the increase in the pay of its feeder category post of Extension Officer (PR&RD), the Commission recommends a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630 to this category, thus improved by one stage.

**3. District Panchayat Officer : Rs.19050-45850**  
No. of posts : 22

It is represented that this category is District Level Officer in the Panchayat Raj Department looks after the administrative and regulatory functions of all Gram Panchayat in the district. He discharges duties on par with other District Officers like District Revenue Officer, District Co-operative Officer, Joint Director of Agriculture. It is a parallel post to the District Co-operative Officer having similar duties and looks after by this category are 3 times in number as compared to the District Co-operative Officer.

Every year thousands of crores of amount is being spent by the Central and State Governments through programmes and schemes which are identified, prioritized, executed and monitored by the Gram Sabha and Gram Panchayats. Constant Supervision, guidance and monitoring of Gram Panchayats is required for its effective implementation to achieve social justice and economic development. More over Gram Panchayats are expected to collect Rs.720 crores towards taxes and non-taxes as on internal source of funds. Hence, request is for assigning a higher pay scale of Rs.27000-51760 on par with District Revenue Officer, District Co-operative Officer, Chief Planning Officer, Joint Director of Agriculture.

Following is the progression of pay scales for this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
District Panchayat Officer in Panchayat Raj Department	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Divisional Panchayat Officer (Rs.16150-42590)	Deputy Chief Executive Officer (Rs.19050-45850)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Joint Registrar of Co-operative Societies	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Special Cadre Dy. Registrar (Rs.21820-48160)	Additional Registrar (Rs.34050-54360)
Special Grade Dy. Collector/ District Revenue Officer	2590-4300	5040-8700	9600-16525	14600-29250	27000-51760	Deputy Collector/ RDO (Rs.20680-46960)	--
Joint Director of Agriculture Department	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director (Rs.23650-49360)	Additional Director (Rs.34050-54360)

According to service rules, issued in G.O.Ms.No.347, PR &RD Department, (Estt.VI), dt.27-11-2011, the post is filled by direct recruitment through Group-I competitive examinations conducted by the APPSC and qualification is pass in a Bachelors Degree and also by promotion from the category of Divisional Panchayat Officer. This category is also filled by transfer from Section Officer/P.S. to Secretaries of A.P. Secretariat except Law & Finance Departments or Superintendent of the concerned Department.

The Commissioner of Panchayat Raj has recommended that the post of District Panchayat Officer, Zilla Praja Parishad is on par with Deputy Collector in the Government i.e., Rs.20680-46960.

The parity with the above category is not appropriate, as the duties and responsibilities are different. The Commission considers the present pay scale of this category to be adequate and assigns to it the pay scale of Rs.37100-91450 corresponding to Rs.19050-45850.

**5. Deputy Commissioner : Rs.29200-53060**  
No. of posts : 4

It is stated that the Deputy Commissioner is a promotion post for Chief Executive Officer (Zilla Praja Parishad). There are 5 posts of Deputy Commissioners in Panchayat Raj Department who are shouldering the major part of the responsibility in the O/o the Commissioner of Panchayat Raj. The Deputy Commissioner in Panchayat Raj Department are performing the roles of Joint Commissioner in other departments such as Commercial Taxes, Transport, Prohibition and Excise Departments etc. It is felt that there is a need to provide the O/o Commissioner of Panchayat Raj with sufficient number of higher level posts in the light of vibrant activity in the department and the vast establishment of about 35,000 permanent and equal number of other employees and requested for higher pay scale of Rs.37600-54360 on par with Joint Secretary to Government.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Commissioner	2600-4440	5040-8700/5770-9260 (after issue of orders)	10950-17575	16925-30765	29200-53060	Chief Executive Officer (ZP) (Rs.25600-50560)	Additional Commissioner (Rs.34050-54360)
Joint Secretary to Government in Secretariat	3580-5380	7070-10100	13450-19150	21550-30765	37600-54360	Deputy Secretary to Government (Rs.29200-53060)	Additional Secretary to Government (Rs.44740-55660)

According to Service Rules, the post of Deputy Commissioner in Panchayat Raj is filled by promotion from the category of Chief Executive Officer of Zilla Parishad including Principal, Village Development Officers Training Centre.

The Commissioner of Panchayat Raj has recommended that the post of Deputy Commissioner is on par with Joint Secretary to Government in Secretariat i.e., in the pay scale of Rs.37600-54360.

However, considering the duties and responsibilities and the pay of the feeder post of this category, the Commission recommends a pay scale of Rs.61450-105810 corresponding to Rs.31550-53060 to this category, thus improved by one stage.

**6. Additional Commissioner : Rs.34050-54360**  
No. of posts : 1

It is stated that there is only one post of Additional Commissioner in the O/o Commissioner of Panchayat Raj in between Commissioner and Deputy Commissioner. There is no Joint Commissioner in between Deputy Commissioner and Additional Commissioner in the Department.

Request is for assigning a higher pay scale of Rs.44740-55660 on par with Additional Secretary to Government in Secretariat.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Additional Commissioner	-	-	12550-18625	19675-30765	34050-54360	Deputy Commissioner (Rs.29200-53060)	-

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Additional Secretary to Government in Secretariat	5000-6200	8140-10380	15475-19675	25600-30765	44740-55660	Joint Secretary to Government (Rs.37600-54360)	-

According to Service Rules, the post of Additional Commissioner in Panchayat Raj is filled by promotion from the category of Deputy Commissioner of Panchayat Raj including Joint Director (Panchayat Raj) in A. Madhava Reddy Academy of Rural Development.

However, considering the duties and responsibilities of this category and the pay of the feeder post, the Commission recommends a pay scale of Rs.73270-108330 corresponding to Rs.37600-54360 to this category, thus improved by one stage.

### **29(c) PANCHAYAT RAJ AND ENGINEERING DEPARTMENT**

<b>Assistant Executive Engineer</b>	:	<b>Rs.16150-42590</b>
No. of Posts	:	
<b>Deputy Executive Engineer</b>	:	<b>Rs.19050-45850</b>
No. of Posts	:	523
<b>Executive Engineer</b>	:	<b>Rs.23650-49360</b>
No. of posts	:	101
<b>Superintending Engineer:</b>		<b>Rs.31550-53060</b>
No of posts	:	23
<b>Chief Engineer</b>	:	<b>Rs.41550-55660</b>
No. of posts	:	4
<b>Engineer in Chief</b>	:	<b>Rs.44740-55660</b>
No. of posts	:	1

It is stated that the pay scales to the Engineers should be on par with counter parts like Doctors, Group-I Officers of the State Government. The Government have constituted a Task Force Committee headed by Sri M.S. Reddy, Former Chairman, Central Water Commission and Secretary, Water Resources, Government of India as Chairman along with 5 other eminent Engineers as members to look into the anomalies in the pay scales of Engineers working in various Government Departments vide G.O.Ms.No.351, I & CAD (Ser-I) Department, dated:25.04.2011.

The Task Force Committee studied the anomalies in the pay scales of Engineers in the previous Pay Revision Commissions. Committee also studied the pay scales of Engineers in the neighboring States of Karnataka, Tamilnadu, Kerala and also Government of India. After elaborate discussions with service Associations and Heads of Departments, submitted to the Government on 18.09.2012 along with its recommendations to remove anomalies in the pay scales of Engineers to some extent.

In view of the recommendations of the above task force committee, the request is for assigning higher pay scales and to implement the recommendations of the above committee are as below:

<b>Sl. No.</b>	<b>Designation</b>	<b>Recommendation of Task Force Committee</b>	<b>Pay scale demanded by the Engineers</b>
1	Assistant Executive Engineer	20680-46960	21820-48160
2	Deputy Executive Engineer	25600-50560	27000-51760
3	Executive Engineer	29200-53060	34050-54360
4	Superintending Engineer	34050-54360	41550-55660
5	Chief Engineer	41550-55660	44740-60000
6	Engineer-in-Chief	44740-55660	58590-85000

Another request is for enhancement of Fixed Travelling Allowance from Rs.600/- to Rs.2000/- where jurisdiction is within the Mandal and from

Rs.700/- to Rs.2500/- where the jurisdiction is within three mandals but in one revenue division.

The request for sanction of FTA is dealt within the relevant chapters of Volume-I of the report.

Considering the qualifications, duties and responsibilities of these categories and to maintain overall parities with different Government services, the Commission assigns the following pay scales to these categories on par with their counterparts in I & CAD and other Engineering departments.

A.E.E	Rs.37100-91450 corresponding to Rs.19050-45850 (Improved by two stages)
Dy. E.E	Rs.42490-96110 corresponding to Rs.21820-48160 (Improved by two stages)
EE	Rs.49870-100770 corresponding to Rs.25600-50560 (Improved by one stage)
SE	Rs.66330-108330 corresponding to Rs.34050-54360 (Improved by one stage)
CE	Rs.80930-110850 corresponding to Rs.41550-55660
ENC	Rs.87130-110850 corresponding to Rs.44740-55660

## **29(d) RURAL WATER SUPPLY & SANITATION DEPARTMENT**

The Rural Water Supply & Sanitation Department was created in 1987. This Department is the nodal agency to provide drinking water and sanitation facilities to the rural population. The Water Quality Monitoring wing in the Department has 171 water testing laboratories to monitor the chemical and bacteriological quality of 4.00 lakhs of drinking water sources as a part of prevention of water borne diseases in the rural population. Out of the 170 Water Testing Laboratories, 119 laboratories are functioning at the Sub-Division level, 51 laboratories are functioning at the Division level and one laboratory is functioning at the State level.

<b>1. Junior Water Analyst</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	13

It is represented that the qualification for the post of Junior Water Analyst for direct recruitment is similar to that of Junior Analyst of IPM. This category had parity with Junior Analyst of IPM upto 1999 revision. In subsequent pay revisions, this category was assigned pay scales of Rs.6675-15500 and Rs.12550-35800 in 2005 and 2010 revisions, whereas the Junior Analyst of IPM was assigned higher pay scales of Rs.7200-16925 and Rs.13660-38540. In view of the above, request is for a higher pay scale of Rs.13660-38540.

It is stated that this category was having parity with Jr. Analyst of IPM in 1993 & 1999 revisions, the same was disturbed in 2005 & 2010 revisions. According to the service rules as per G.O.Ms.No.77, PR&RD (Estt.II) Department, dated:17-03-2012, the post is filled by direct recruitment and one must possess qualifications of M.Sc., (Chemistry).

The post of Junior Analyst in IPM is filled in by direct recruitment, one must possess the qualification is M.Sc., degree in Chemistry or Bi-chemistry or Micro-Biology or Food Technology or Life Sciences (Botany, Zoology and Allied services) Food and Drugs Public Health of any university in India and also by promotion from the category of Lab- Technician Gr-I and if no qualified candidate is available by promotion of Senior Technical Assistant including Chemical Assistant and also if no qualified candidates are available by promotion of Lab-Technician Gr-II including Chemistry (Cholera), Technical Assistant and (Sample Custodian and Sample Taker). For that one must possess B.Sc., Degree with Chemistry as one of the subjects.

The following are the pay scales assigned for Junior Analyst of RWS &IPM from time to time:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Junior Water Analyst (RWS)	--	2375-5040	4550-9600 (CS)	6675-15500 (CS)	12550-35800 (one stage)	--	Assistant Chemist (Rs.16150-42590)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Junior Analyst (IPM)	1230-2330/1280-2440 (A/RGC 1989)	2375-5040 (CS)	4550-9600 (CS)	7200-16925 (one Stage)	13660-38570 (two stages)	Laboratory Technician Gr-I/ Sr. Technical Asst. (Rs.12550-35800 (LT Gr.I) Rs.10900-31550 (both for EIP &FE(STA)	Senior Water Analyst (IPM) (Rs.18030-43630)

Keeping in view the qualifications of this category which is similar to that of Junior Analyst in Institute of Preventive Medicine, the Commission assigns to the Junior Water Analyst (RWS) a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by three stages.

**2. Assistant Chemist : Rs.16150-42590**  
No. of Posts : 8

According to the service rules as per G.O.Ms.NO.219, PR&RD (Estt.III) Department, dt:11-06-2008, the qualifications for this post is filled in by appointment, by transfer of Junior Water Analyst in A.P. Rural Water Supply Engineering Sub-ordinate Service and must Possess a Master Degree in Science (Chemistry).

The post of Senior Water Analyst in IPM, is filled by appointment by transfer of Junior Analyst, must hold a Bachelor Degree in Science with Chemistry, Botany, Zoology or Microbiology as optional subjects. Must have passed Accounts Test for Executive Officers or Accounts Test for Sub-ordinate Officers Parts-I & II. It is further stated that this category had parity with Senior Water Analyst of IPM in PRC 2005 revision and assigned a pay scale of Rs.9285-21550. Subsequently the pay scale of Senior Water Analyst of IPM was enhanced to Rs.10285-24200 by the Anomalies Committee 2008, thus benefited by one stage. Thus the anomaly had arisen. Further the pay scale of Senior Water Analyst of IPM was enhanced to Rs.18030-43630 by PRC 2010, whereas the pay scale of Rs.16150-42590 was assigned to this category. In view of the above, request is to assign a pay scale of Rs.18030-43630 on par with Senior Water Analyst and to restore the above parity. The ENC (RWS&S) has also supported in the request of the Association.

The following are the pay scales assigned for Assistant Chemist of RWS & S and Senior Water Analyst, IPM from time to time:

Category	1986	1993	1999	2005	2008 (A.C.)	2010	Feeder category	Promotion category
	(Rs.)							
Assistant Chemist (RWS)	---	3110-6380	6350-13000 (one stage)	9285-21550 (CS)	---	16150-42590 (CS)	Junior Water Analyst (Rs.12550-35800)	Chemist (Rs.18030-43630)



Category	1986	1993	1999	2005	2008 (A.C.)	2010	Feeder category	Promotion category
	(Rs.)							
Senior Water Analyst (IPM)	1810-3230	3310-6840 (CC)	6350-13000 (CC)	9285-21550 (CS)	10285-24200 (one stage)	18030-43630 (CS)	Junior Analyst (IPM) (Rs.13660-38570)	Deputy Chief Analyst (IPM) (Rs.23650-49360)

Keeping in view the qualifications and duties of this post which are both executive and technical in nature, the Commission assigns a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630 to this category on par with Senior Water Analyst of I.P.M, thus improved by one stage.

**3. Chemist : Rs.18030-43630**  
No. of posts : 1

It is represented that the post of Chemist of RWS & S is State Level post and Technical Head of the Water Quality Monitoring wing, whereas Deputy Chief Water Analyst is the Technical head of the Water Analysis wing of the IPM. It is further stated that the nature of work, responsibilities, service rules and job chart of this category are similar to that of Deputy Chief Water Analyst. The request is for assigning a higher pay scale of Rs.21820-48160 on par with Dy. Chief Water Analyst, Institute of Preventive Medicine Department. The ENC has also supported to request of Association.

According to the service rules, issued in G.O.Ms.No.219, PR&RD (Estt-III) Department, dated.11-06-2008, this category is filled in by promotion from category of Assistant Chemist in the A.P. Rural Water Supply Engineering Subordinate Service. One must possess a Master's Degree in science (Chemistry) or its equivalent qualification. The category of Deputy Chief Water Analyst of IPM is filled in by promotion from the category of Senior Water Analyst and one must have passed M.Sc., with Chemistry or Bio-Chemistry or Microbiology.

The following are the pay scales assigned for Chemist of RWS&S and Deputy Water Analyst, IPM from time to time:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Chemist	1810-3230	3310-6840 (CS)	6950-14425 (one Stage)	10285-24200 (CS)	18030-43630 (CS)	Assistant Chemist (Rs.16150-42590)	--
Deputy Chief Water Analyst (IPM)	2410-4050	4400-8700 (CS)	8400-16525 (CS)	12385-27750 (CS)	21820-48160 (CS)	Senior Water Analyst (Rs.18030-43630)	Chief Water Analyst (Rs.27000-51760)

Comparison with the Deputy Chief Water Analyst (IPM) is not accepted. The Deputy Water Analyst (IPM) is a 'Deputy Director' category post and is

allowed higher pay scale by the successive PRCs. However, keeping in view the qualification of M.Sc., the duties and responsibilities and the increase proposed in the pay of the feeder post of Assistant Chemist, the Commission assigns a revised pay scale of Rs.40270-93780, corresponding to Rs.20680-46960 (two stage benefit) to the category of Chemist (RWS).

## **29(e) PANCHAYAT RAJ INSTITUTIONS INCLUDING GRAM PANCHAYATS**

- 1. Rural Medical Practitioner: Rs.8500/- (subsidy)**  
No. of posts :

It is represented that in pursuance of orders issued in G.O.Ms.No.2087, Health and Local Administration Department, dated.26.9.1959, Rural Medical Practitioners were appointed in the Rural Dispensaries through Dist. Employment Office/Dist. Selection Committee. A provision was made to appoint these Rural Medical Practitioners on promotion as Rural Ayurveda Medical Officers in the Regular Govt., Ayurveda Dispensaries vide G.O.Ms.No.5001 / Establishment-4 / 75-3, dated.05-05-1978.

Request is for assigning time scale on par with other employees and also change the designation of "Rural Medical Practitioner" as "Rural Medical Officer" and to transfer the responsibility of administration of Rural Ayurveda Dispensaries from P.R. Dept., to the parent Department of AYUSH.

The Pay Revision Commission 2010 recommended enhancement of honorarium from Rs.5000/- to Rs.8500/- per month, subject to the conditions stipulated in G.O.Ms.No.156, HM&FW (R2) Department, dated.11.5.2005.

Assigning a regular scale, transferring the administration of Rural dispensaries to the Ayush Department and re-designation of Rural Medical Practitioners as Rural Medical Officers do not come under the purview of the Pay Revision Commission. However the Commission recommends enhancement of honorarium to Rs.12000/- per month to this category subject to the conditions stipulated in G.O.Ms.No.156, HM & FW (R2) Department, dated:11.05.2005.

- |  |   |                       |
|--|---|-----------------------|
| <b>I. Panchayat Secretary Gr-IV</b>    | : | <b>Rs.7520-22430</b>  |
| No. of posts                           | : | 7496                  |
| <b>II. Panchayat Secretary Gr- III</b> | : | <b>Rs.8440-24950</b>  |
| (Not included in the schedule)         |   |                       |
| No. of posts                           | : | 3849                  |
| <b>III. Panchayat Secretary Gr- II</b> | : | <b>Rs.9200-27000</b>  |
| No. of posts                           | : | 1546                  |
| <b>IV. Panchayat Secretary Gr-I</b>    | : | <b>Rs.14860-39540</b> |
| No. of posts                           | : | 2166                  |

The Service Rules of Panchayat Secretaries have been changed and orders issued in the G.O.Ms.No.421, PR&RD (Mdl.II) Department, dated:30-1-2008, for formation of 12,395 Panchayat clusters. After formation of these Panchayat Clusters, the existing seven categories of Panchayat Secretaries have been regrouped into the following four categories vide G.O.Ms.No.81, PR&RD Department, dated:20-02-2010. The old service rules were suppressed and new service rules were issued in G.O.Ms.No.84, PR&RD Department, dated:24-02-2010 and merged the categories of Panchayat Secretaries.

The existing categories of Panchayat Secretaries are regrouped from 7 categories to 4 categories. Subsequently the following pay scales were assigned vide G.O.Rt.No.764, PR&RD Department, dated.04-05-2012.

S. No.	Category	Existing Scale(RPS, 2005) Rs.	Revised Scale (RPS,2010) Rs.
1	Panchayat Secretary Gr-IV	4260-9520	7520-22430
2	Panchayat Secretary Gr-III	4825-10845	8440-24950
3	Panchayat Secretary Gr-II	5200-11755	9200-27000
4	Panchayat Secretary Gr-I	7770-18575	14860-39540

In view of the above, the Association has stated that the category of Panchayat Secretary Grade-I is having parity with Superintendent. Hence no anomaly has been pointed out for this category. Further, stated that the qualification prescribed for the post of Panchayat Secretary Grade-IV by a method of direct recruitment is a degree. Hence, it is requested the following pay scales to these categories.

	Existing	Proposed
Panchayat Secretary Grade-IV	Rs.7520-22430	Rs.8440-24950
Panchayat Secretary Grade-III	Rs.8440-24950	Rs.10900-31550
Panchayat Secretary Grade-II	Rs.9200-27000	Rs.12910-36700
Panchayat Secretary Grade-I	Rs.14860-39540	Rs.14860-39540

### 1. Panchayat Secretary Grade-IV

Following is the progression of pay scales of Panchayat Secretary Grade-IV and comparable post.

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Panchayat Secretary Grade IV	1535-2840	2870-5470	4260-9520	7520-22430	--	Panchayat Secretary Grade-III (Rs.8440-24950)
Junior Assistant	1745-3420	3290-6550	4825-10845	8440-24950	Office Sub-ordinate (Rs.6700-20110)	Senior Assistant (Rs.10900-31550)

According to service rules, this category is filled in by direct recruitment. The qualification is one must have passed Degree and must have passed the Accounts Test for Local Body Employees Paper-I & II. 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, Fin. & Plg. (FW,PC.III) Department, dated:22-4-1994.

## 2. Panchayat Secretary Grade-III

Following is the progression of pay scales of Panchayat Secretary Grade-III and comparable post.

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Panchayat Secretary Grade-III	1745-3420	3290-6550	4825-10845	8440-24950	Panchayat Secretary Grade-IV (Rs.7520-22430)/ Bill Collector (Rs.7740-23040)	Panchayat Secretary Grade-II (Rs.9200-27000)
Senior Assistant	2195-4560	4190-8700	6195-14175	10900-31550	Junior Assistant (Rs.8440-24950)	Superintendent (Rs.14860-39540)

According to service rules, this category is filled in by promotion from the category of Panchayat Secretary Grade-IV/ Bill Collector. The qualification is one must have passed the Accounts Test for Local Body Employees paper-I & II.

## 3. Panchayat Secretary Grade-II

Following is the progression of pay scales of Panchayat Secretary Grade-II.

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Panchayat Secretary Grade-II	1875-3750	3550-7150	5200-11755	9200-27000	Panchayat Secretary Gr-III (Rs.8440-24950)/ Jr. Assistant/ Jr. Assistant-cum-Bill Collector (Rs.8440-24950)	Panchayat Secretary Gr- (Rs.14860-39540)

According to service rules this category is filled in by promotion from the category of Panchayat Secretary Grade-III/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. Qualification is one must have passed Accounts Test for Local Bodies paper-I & II.

## 4. Panchayat Secretary Grade-I

Following is the progression of pay scales of Panchayat Secretary Grade-I and comparable post.

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Panchayat Secretary Gr-I (formerly known as E. O. Grade-I)	2315-4880	4430-9300	7770-18575	14860-39540	Panchayat Secretary Grade-II (Formerly known as Executive Officer Grade-II) (Rs.10900-31550)	Extension Officer (PR &RD) Gr- I (Rs.14860-39540)

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Superintendent	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Asst. Director (Rs.18030-43630)

According to service rules Panchayat Secretary Grade-I (formerly known as Executive Officer Grade-II) is filled in by promotion from the category of Panchayat Secretary Grade-II.

The Panchayat Secretaries play a vital role in Local Bodies at the village level with multiple functions such as Revenue collection, regulatory role and Village Sanitation etc. Further, the entry level post of Panchayat Secretary Grade-IV is recruited by APPSC with minimum qualification of degree. The Commission therefore recommends the following pay scales to these categories.

- Panchayat Secretary Grade-IV: Rs.16400-49870 (corresponding to Rs.8440-24950) (improved by three stages).
- Panchayat Secretary Grade-III: Rs.18400-55410 (corresponding to Rs.9460-27700) (improved by two stages).
- Panchayat Secretary Grade-II: Rs.21230-63010 (corresponding to Rs.10900-31550) (improved by three stages).
- Panchayat Secretary Grade-I: Rs.28940-78910 (corresponding to Rs.14860-39540)

The Request for payment of salary under Head of Account 010 Salaries, retirement age, allotment of House / Plots / Land does not come under the purview of the Commission. The remaining requests will be dealt within the relevant chapters of Volume-I.

<b>5. Extension Officer (PR&amp;RD)</b>	:	<b>Rs.14860-39540</b>
No. of posts	:	1097

It is represented that the cadre strength of Extension Officers are 1097 posts in Panchayat Raj & Rural Development Department, having a pay scale of Rs.14860-39540. This post was Zonal and under purview of APPSC with direct recruitment as well as promotion channels to Panchayat Secretary Grade-I working under administrative control of Mandal Parishad Development Officer, in Mandal Praja Parishad office, and exercise supervision and control and provides guidance to the Gram Panchayats and their Executive authorities within the jurisdiction of Mandal.

It is stated that in 2010 revision, EO (PR&RD) was allowed a pay scale of Rs.14860-39540. The VDOs Gr-I (Panchayat Secretary) & EO, Gr-I (Panchayat Secretary) were also given the same scale. The post of EO (PR&RD) is a promotion post to both VDOs Gr-I & E.Os Gr-I, but the promotion post and feeder category posts were given same pay scale. The pay scale of EO/PR&RD should be higher than that of the VDOs Gr-I & Executive Officers Gr-I.

Request is for assigning a higher pay scale Rs.16150-42590 on par with Mandal Educational Officer of School Education Department and Mandal Assistant Engineer.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Extension Officer (PR&RD)	1330-2630	2525-5390	4850-10250/5000-10600 (A.C. 2004)	8385-19125	14860-39540	Panchayat Secretary Grade-I. (Rs.14860-39540)	Mandal Parishad Development Officer/ Divisional Panchayat Officer. (Rs.16150-42590)
Municipal Commissioner Grade- III	1550-3050	2930-5960	5640-11300	8385-19125	15280-40510	Manager/ Revenue Officer (Rs.14860-39540)	Municipal Commissioner Grade – II (Rs.16150-42590)
Mandal Educational Officer/ Mandal Assistant Engineer.	1330-2630 (MAE)	3110-638 (MEO) / 2600-5580 (MAE)	5980-12100 (MEO) / 5000-10600 (MAE)	9285-21550 (MEO) / 8815-20300 (MAE)	16150-42590 (MEO)/ 15280-40510 (MAE)	School Assistant (14060-39540)/ Draughtsman Grade-II (Rs.11530-33200)	Deputy Education Officer (Rs.18030-43630)/ Assistant Executive Engineer (Rs.16150-42590)

According to service rules, this category is filled in by direct recruitment and the qualification is one must have possess a Bachelor Degree and by promotion from the category of Panchayat Secretary Grade-I. This category is also filled by appointment by transfer from the Senior Assistant of ZPPs/MPPs and appointment by transfer of Senior Assistants of O/o District Panchayat Officer/Divisional Panchayat Officer. Must have passed the Accounts Test for Subordinate Officers part-I&II or Accounts Test for Local Body Employees part-I&II or Accounts Test for Executive Officers.

The post of Panchayat Secretary Grade-I is the feeder category to the post of Extension Officer (PR&RD). Both posts are having same scale of pay i.e., Rs.14860-39540 which is anomaly. The Panchayat Secretary on completion of 12 years of service is being appointed to the Special Grade promotion post in the scale of pay. Hence, the Commissioner to Panchayat Raj has recommended to enhance the pay scale of Extension Officer (PR & RD) to that of Rs.16150-42590 or next higher scale Rs.15280-40510.

Keeping in view the disparity in the scales of feeder category and this post, the Commission assigns to this category a pay scale of Rs.29760-80930 corresponding to Rs.15280-40510, thus improved by one stage.

**7. Mandal Parishad Development Officer : Rs.16150-42590  
(Mandal Praja Parishad)**

No. of posts : 1097

It is stated that the post of MPDO is one of the feeder category for promotion to the post of Deputy CEO, ZPP along with DPO. But the PRC 2010 assigned pay scale of Rs.16150-42590 on par with other Mandal level Officers. The MPDO is the only post at Mandal level is being recruited through Group-I Services Exam and its role and responsibilities are increased manifold in comparison with the post of DPO or other Mandal level Officers.

Further represented that District Panchayat Officer is also appointed as Deputy Chief Executive Officer along with MPDO. The above category was in the pay scale of Rs.10285-24200 in 2005 scales and assigned a higher pay scale of Rs.19050-45850 in 2010 revision. Thus benefited by one stage, whereas this category was assigned a corresponding pay scale of Rs.16150-42590. Both this category and District Panchayat Officer are Group-I services posts and both are not subordinate to each other. While DPO and MPDO posts are having same feeder category posts to Deputy CEO Post for promotion. But pay scale of MPDO post is two steps lower than the pay scale of DPO. Even though the DPO post is District Level Post, is mainly confined to supervisory and regulatory function of Gram Panchayat, whereas the nature of activity of MPDO post is larger and detailed executive in nature covering Gram Panchayat, Mandal Parishad and many other development and welfare activities besides coordinating most of the departments at Mandal level as a team leader.

Even though, there are 1097 MPDOs and they are having meager promotional avenues at Mandal. Majority of them i.e., 984 retired without any promotion.

In view of the above, request is for a higher pay scale of Rs.19050-45850 and some Associations also requested for pay scale of Rs.18030-43630 on par with Assistant Directors in other Departments.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Mandal Parishad Development Officer	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Extension Officer (PR&RD)/ Superintendent (Rs.14860-39540)	Dy. Chief Executive Officer (Rs.19050-45850)
District Panchayat Officer in Panchayat Raj Department	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Divisional Panchayat Officer (Rs.16150-42590)	Deputy Chief Executive Officer (Rs.19050-45850)
Assistant Directors in other Departments	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Superintendent (Rs.14860-39540)	Dy. Director (Rs.21820-48160)



According to service rules, this category is filled in by direct recruitment through Group-I Services. Must possess a Bachelor Degree and by transfer from the category of Extension Officer (PR & RD), Superintendents of Zilla Parishad and Mandal Parishads, Assistant Section Officers/Senior Stenographers of Secretariat other than Finance and Law Departments.

Compared to all Group-I cadre posts, MPDO post has fewer promotion prosperity as on today. Moreover, the existing pay scale is not commensurate with the increasing burden of duties. As a result, the present MPDO's are demoralized and discouraged. Further, the Commissioner of Panchayat Raj has recommended that the post of Mandal Parishad Development Officer be treated on par with Assistant Director of Technical Education and Animal Husbandry Department i.e., the pay scale of Rs.19050-45850 & Rs.20680-46960.

Keeping in view of the nature of duties and responsibilities of this category and also the well-established parities with other services, the Commission assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage.

- 7. Deputy Chief Executive Officer : Rs.19050-45850**  
**(Zilla Praja Parishad)**  
 No. of posts : 22

It is represented that the pay scale of this post was on par with Deputy Collector (RDO)/Deputy Director in 2005 pay revision, but PRC 2010 allowed a pay scale of Rs.19050-45850 to this category, which was less than the pay scale of Deputy Collector (RDO) (Rs.20680-46960). Request is for assigning a higher pay scale of Rs.20680-46960 on par with Deputy Collector/RDO.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Chief Executive Officer	2150-3690	3880-8140	7400-15475	10845-25600	19050-45850	District Panchayat Officer (Rs.19050-45850)	Chief Executive Officer (Rs.25600-50560)
Deputy Collector/RDO	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Tahsildar (Rs.16150-42590)	Special Grade Deputy Collector/ District Revenue Officer (Rs. 27000-51760)

According to service rules, the post of Deputy Chief Executive Officer is filled by promotion from the category of Mandal Parishad Development Officer and appointed by transfer of District Panchayat Officer. One must have passed

the Accounts Tests for Sub-ordinate Officers part-I&II or Accounts Tests for Local Body Employees part-I&II or Accounts Tests for Executive Officers.

The Commissioner of Panchayat Raj has recommended that the post of Deputy Chief Executive Officer, Zilla Praja Parishad is may be treated on par with Deputy Director of Technical Department like Animal Husbandry i.e., in the pay scale of Rs.25600-50560.

Keeping in view disparity in the pay scales between this category and feeder post of District Panchayat Officer, the Commission assigns a revised pay scale of Rs.42490-96110 corresponding to Rs.21820-48160 to this category, thus improved by two stages.

**8. Chief Executive Officer : Rs.25600-50560**  
**(Zilla Praja Parishad)**  
 No. of posts : 22

It is stated that 11 posts of CEO, ZPP are earmarked for I.A.S. and part of the State cadre strength of the IAS. But, the pay scale of Chief Executive Officer, ZPP is fixed at Rs.25600-50560 in 2010 revision, whereas Special Grade Deputy Collector (DRO) was assigned a higher pay scale of Rs.27000-51560.

It is further stated that as per the Rule-3 of the AP PR&RD Service Rules, Special Grade Deputy Collector is one of the eligible posts to officiate the post of CEO, ZPP in case of non-availability of I.A.S. Officers, the same was not considered and this category was assigned a lower pay scale of Rs.25600-50560. Further this category is having a parity with Special Grade Deputy Collector in 2005 revision i.e., Rs.14600-29250 and the same was disturbed in 2010 revision.

Request is for assigning a higher pay scale of Rs.27000-51760 on par with Special Grade Deputy Collector/ District Revenue Officer in Revenue Department.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Chief Executive Officer	2590-4300	5040-8700	9600-16525	14600-29250	25600-50560	Deputy Chief Executive Officer (Rs.19050-45850)	Deputy Commissioner including Joint Director (Panchayat Raj) in A.Madhava Reddy Academy of Rural Development (Formerly APARD) (Rs.29200-53060)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Special Grade Dy. Collector/District Revenue Officer	2590-4300	5040-8700	9600-16525	14600-29250	27000-51760	Deputy Collector/RDO (Rs.20680-46960)	Special Collector and Additional Joint Collector (Rs.27000-51760)

According to service rules, this category is filled in by promotion from Deputy Chief Executive Officer and must have passed the Accounts Tests for Sub-ordinate Officers part-I&II or Accounts Tests for Local Body Employees part-I&II or Accounts Tests for Executive Officers. As per rules, 50% of the Chief Executive Officer posts are earmarked for IAS Officers. The remaining posts including the Principal, VDOs Training Centres are filled in by promotion from the category of Deputy Chief Executive Officer.

The Commissioner of Panchayat Raj has recommended that the post of Chief Executive Officer is on par with Joint Collector (non-cadre) i.e., in the pay scale of Rs.27000-51760.

The Commission notices that this category is having parity with Special Grade Deputy Collector (DRO) and therefore, recommends the scale of Rs.52590-103290 corresponding to Rs.27000-51760 to this category on par with Special Grade Deputy Collector (DRO).

## **PLANNING DEPARTMENT**

### **30 (a).DIRECTORATE OF ECONOMICS AND STATISTICS DEPARTMENT**

The Bureau of Economics and Statistics, Andhra Pradesh was established in 1956 and renamed as the Directorate of Economics and Statistics in 1990. The Directorate is the centralized Statistical Organization of the State for systematic collection, compilation, analysis and interpretation of statistical data over a vast range of sectors relating to the State economy. The Directorate operates as a three tier system viz., Head Office, District Offices and Mandal Offices. 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 Chief Planning Officer in the rank of Deputy Director is at the helm of affairs at District level. He is supported by one Assistant Director and one Statistical Officer. The Deputy Statistical Officer is stationed at the Offices of Revenue Divisional Offices and the Assistant Statistical Officer is stationed at the Mandal Revenue Offices.

The Commission notes that there are statistical wings in a number of Head of Departments. It is therefore, desirable to bring parities among the various categories of posts in Statistical wings in various departments with the posts in the department of Economics and Statistics instead of comparing these posts with the other posts in those departments.

<b>1. Assistant Statistical Officer</b>	<b>:</b>	<b>Rs.11530-33200</b>
No. of posts	:	1270

It is represented that the duties of Asst. Statistical Officer are collecting state wise daily rainfall, monthly rainfall, weekly season and crop report and other related statistics. He is the key functionary at Mandal level and is Supervisory Officer over Panchayat Secretary and a Computer System Administrator.

It is stated that this category is a Supervisory officer over Agriculture Extension Officer Grade-II for conducting of crop cutting experiments at Mandal level and is assigned the same pay of Rs.11530-33200 in 2010 revision. In fact this category was in higher pay of Rs.6505-15025 in 2005 revision which creates anomalous situation. It is further stated that the Deputy Tahsildar of Revenue Dept., and Superintendent of Panchayat Raj (MPDOs Office) are filled by promotion from the feeder categories i.e., Senior Assistant and the duties of the above categories are purely ministerial in nature, whereas the duties of this category are Technical and executive. This category coordinates with other departments at Mandal level for the collection of reliable data on different parameters. Hence, request is for assigning a higher pay scale of Rs.14860-39540 instead of Rs.11530-33200.

Following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1995 (A.C)	1999	2005	2010	Feeder category	Promotion category
	Rs.							
Asst. Statistical Officer	1100-2050	2195-4560	--	4190-8700/ 430-9300 (A.C. 2004)	6505-15025	11530-33200	--	Deputy Statistical Officers (Rs.14860-39540)
Agricultural Extension Officer, Gr-II	910-1625	1745-3420	--	3290-6550	4825-10845	11530-33200	Agricultural Extension Officer Gr-III (Rs.7100-21250)	Agricultural Extension Officer Gr- (Rs.15280-40510)
Deputy Tahsildar	700-1200	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Mandal Revenue Officer (Rs.16150-42590)
Statistical Assistant, Marketing Dept.	700-1200	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Computer (Rs.10900-31550)	--

Comparison with the above categories is not appropriate, as duties and responsibilities are different. However, considering the role and responsibilities of this category at the Mandal level, the Commission assigns to this category a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800 to it, thus improved by two stages.

The aspects of Risk Allowance/Coverage of insurance/Special Pay Allowance will be dealt with in the relevant chapters of Volume-I.

**2. Deputy Statistical Officer : Rs.14860-39540**  
No. of posts : 334

It is represented that this category is a supervisory functionary at divisional level or monitoring all census and adhoc surveys. This category conducts the Review meetings at Divisional level with Agriculture Officers and other Sectoral Officers and Mandal Asst. Statistical Officers on various items of works. This category is directly responsible with regard to seasonal conditions, crop damages due to natural calamities and identify losses cause to the farmers. This category at divisional level is an executive post in nature and he has to tour a minimum of 20 days in a month with in the Revenue Division. Though this category is performing technical tasks, the pay is equated with Superintendent which is common category. It is stated that the Administrative Officers, Agriculture Officer in Agriculture Department, Executive Officer in Panchayat Raj Department, Mandal Educational Officer and Executive Officer in Co-operative Dept., which are having executive nature of duties and responsibilities like this category are awarded the better pay scale. Hence request is for a higher pay scale of Rs.16150-42590 on par with Agriculture Officer/MEO.

According to the Service Rules, this category is filled by promotion from the category of Asst. Statistical Officer. The qualifications prescribed for the post is a degree in one of the subjects in Mathematics, Statistics, Pure Economics, Commerce, Applied Economics, Applied Statistics, Applied Mathematics, Economics or Computer Science. This category is the feeder category to the post of Statistical Officer (Rs.16150-42590).

Following is the progression of the pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
Deputy Statistical Officer	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Asst. Statistical Officer (Rs.11530-33200)	Statistical Officer (Rs.16150-42590) (1 <sup>st</sup> level Gazetted)
Executive Officer, PR & RD	1330-2630	2525-5390	4850-10250/5000-10600 (A.C. 2004)	8385-19125	14860-39450	Executive Officer, Grade-II (Rs.10900-31550) / Village Development Officer, Grade-I. (Rs. 11530-33200)	--
Asst. Registrar (formerly known as Co-op Sub Registrar)	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	8385-19125 (one stage)	14860-39540 (CS)	Senior Inspector of Co-operative Societies (Rs.12910-36700)	Deputy Registrar (Rs.18030-43630)
Development Officer (H&T)	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	8385-19125 (2 stages)	14860-39540 (CS)	Assistant Development Officer (Rs.11860-34050)	Assistant Director (Rs.18030-43630)
Industrial Promotion Officer	1330-2630	2600-5800	5000-10600	9285-21550 Diploma Holders 8815-20300 Diploma holders	<u>16150-42590</u> (Degree holders) 15280-40510 (Diploma holders)	--	Assistant Director (Rs. 18030-43630)
Assistant Labour Officer	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	8385-19125 (2 stages)	14860-39540 (CS)	Senior Assistant (Rs.10900-31550)	Assistant Commissioner (Rs.18030-43630)
Administrative Officer (Formerly Supdt.) in the District Panchayat Office	1330-2630	2600-5580 (one stage)	5000-10600	8385-19125	14860-39540	Senior Assistant (Rs.10900-31550)	Divisional Panchayat Officer (Rs.16150-42590)

Comparison of this category with Agriculture Officer/MEO is not appropriate, as the above categories are Mandal level posts and the duties and responsibilities are different. The Commission considers the present scale of this category to be adequate and assigns to it a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540.

**3. Statistical Officer : Rs.16150-42590**  
No. of posts : 51

The Director of Economics & Statistics, Hyderabad has stated that this category has to assist the co-ordinating officers on Government Schemes such as MPLADS, ACDP, Indiramma, Rajiv Nagar Bata, Rajiv Palle Bata etc and to obtain data from other departments in the District. Hence, they are requesting for pay scales of Rs.18030-43630 on par with equivalent cadres in AH, Ground Water, Agriculture and Horticulture Departments.

As per service rules, this category is filled by transfer of Deputy Statistical Officer and also transfer by Superintendent of Directorate of Economics & Statistics and in the Subordinate Offices of this department. One must possess a Degree in one of the subjects of Mathematics, Statistics, Economics, Pure Economics, Applied Economics, Applied Statistics/Mathematics and must have passed Accounts Test for Executive Officers. This category forms feeder category to the post of Assistant Director. This category is the initial Gazetted post.

Following is the progression of pay scales to this category and comparable posts:

Name of the Category	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.					
Statistical Officer	3310-6840	6350-13000	9285-21550	16150-42590	Deputy Statistical Officer (Rs.14860-39540)	Assistant Director (Rs.18030-43630)
Assistant Statistician of Agriculture Department(on par with AD of E &S)	3640-7580	6950-14425	10285-24200	18030-43630	Statistical Assistant (Rs.14860-39540)	Statistician (Rs.21820-48160)
Assistant Director(Statistics) (Formerly Statistician of Ground Water Department)	3640-7580	6950-14425	10285-24200	18030-43630	Assistant Statistician Rs.16150-42590/ Rs.13660-38570 (if DSO is posted)	--

Comparison with the above categories is not appropriate, as the above categories are having parity with Assistant Director of Economics & Statistics Department. Hence, the Commission feels that the existing scale of this category is adequate and assigns to it pay scale of Rs.31460-84970, corresponding to Rs.16150-42590.

<b>4. Assistant Director</b>	<b>:</b>	<b>Rs.18030-43630</b>
No. of posts	:	62

The Director of Economics & Statistics, Hyderabad has stated that this category has to assist the coordinating officers on Government schemes such as MPLADS, ACDP, Indiramma, Rajiv Nagar Bata, Rajiv Palle Bata etc., and to obtain data from other departments in the District. Hence they are requesting for pay scale of Rs.20680-46960 on par with Assistant Directors of Animal Husbandry, Ground Water, Agriculture and Horticulture Departments.

As per service rules, this category is filled by direct recruitment, one must possess P.G. Degree in one of the subjects of Mathematics, Pure Mathematics, Statistics, Economics with Statistics, Pure/Applied Economics, Applied Statistics/Mathematics, Econometrics or Computer Sciences. This category is also filled by transfer of Statistical Officer. This category forms feeder category to the post of Deputy Director including Chief Planning Officer.

Comparison with Assistant Directors of AH/Agriculture/ Horticulture/ Ground Water is not appropriate, as the qualifications, duties and responsibilities and the level of Supervision is entirely different. Keeping in view the qualifications, role and responsibilities of this category, the Commission assigns to it a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to it, thus improved by one stage.

<b>5. Deputy Director</b>	<b>:</b>	<b>Rs.21820-48160</b>
No. of posts	:	31

The Director of Economics & statistics has represented that this category has to assist the coordinating officers on Government Schemes such as MPLADS, ACDP, Indiramma, Rajiv Nagar Bata, Rajiv Palle Bata etc and to obtain data from other departments in the District in the cadre of Deputy Director. Hence request is for a pay scale of Rs.23650-49360 on par with Deputy Directors of Animal Husbandry/ Ground Water/ Agriculture/ Horticulture. As per service rules, this category is filled by promotion of Assistant Director. This category forms feeder category to the post of Joint Director.

Comparison with Deputy Director of Agriculture/ AH Department is not appropriate, as the qualifications, duties and responsibilities are entirely different. The Commission, however, assigns a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360 to this category, thus improved by one stage.

<b>6. Joint Director</b>	<b>:</b>	<b>Rs.27000-51760</b>
No. of posts	:	6

No anomaly has been pointed out .

This category is filled by promotion from the category of Deputy Director. This category was in the pay scale of Rs.2690-4440 and Rs.5390-8980



(improved by one stage) in 1986 and 1993 revisions. This category represented to 1999 revision, seeking parity with Non-Cadre Joint Secretary to Government and PRC did not agree and assigned a corresponding scale of Rs.10250-17050. The PRC 2005 & 2010 recommended a corresponding scales of Rs.15500-30000 and Rs.27000-51760. Hence this category is having parity with Joint Directors of other Departments.

In view of the above, the Commission considers the pay scale of this category to be adequate and assigns to it a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

<b>7. Director</b>	:	<b>Rs.37600-54360</b>
No. of posts	:	1

The Director of Economics & Statistics Department has stated that this category has to coordinate with the Departments of AH & Ground Water in the capacity of State's Agriculture Statistics Authority (SASA) and State's Irrigation Statistical Authority and to report of the Government thereon. Hence, request is for a pay scale of Rs.41550-55600 on par with Directors of AH & Ground Water Departments.

Keeping in view the importance of the duties and responsibilities of this category and also its increasing involvement in developmental activities, the Commission assigns to this category a pay scale of Rs.80930-110850, corresponding to Rs.41550-55660, thus improved by one stage.

### **31(a) CHIEF COMMISSIONER OF LAND ADMINISTRATION DEPARTMENT**

Consequent on the abolition of the erstwhile Board of Revenue, the functional Commissioners of Survey, Settlement & Land Records and Commissioner of Land Reforms & Urban Land Ceiling were created. Subsequently they were replaced. In their place, the post of Chief Commissioner of Land Administration was created in 1999. 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. He monitors and guides the District Collectors and advises the Government in all the policy matters.

The present set up of revenue administration consists of the following hierarchy of Officials.

Chief Commissionerate at State level  
Collectorates at District level.  
Divisional Offices at Revenue Divisional level.  
Mandal Revenue Offices at Mandal level.  
Village Revenue Offices at village level.

**1. Village Revenue Assistant : Rs.3000/-p.m.**  
No. of posts :

It is represented that there are nearly 50000 VRAs working under the control of Revenue Department and they play key role in the collection of land cess and put utmost efforts to take the Government policies to the root level in villages. Most of them are belonging to the SC, ST, BC and Minorities, but they are getting meagre salary of Rs.3000/- p.m. and it is very difficult for them to run their families. Government have sanctioned a minimum pay to the contract and outsourcing employees but a minimum scale was not sanctioned for this category. In view of the above, it is requested to give at least Rs.10000/- p.m. to Village Revenue Assistants.

The Government have issued orders vide G.O.Ms.No.126, Revenue (VA) Department, dated.25.03.2014 enhancing the honorarium from Rs.3000/- to Rs.6,000/- p.m., to Village Revenue Assistant.

This aspect, does not come under the purview of this Commission.

**2. Village Revenue Officer : Rs.7520-22430**  
No. of posts : 16945

It is stated that the present VROs system was introduced by the Government in February, 2007 for smooth functioning of Revenue Administration and to avoid inconvenience to the public. In the year 2002, the erstwhile Village Administrative Officers who were having Intermediate qualification were appointed as Panchayat Secretaries in the time scale of Junior Assistant scale and erstwhile Village Administrative Officers who were

having 10<sup>th</sup> class qualification were appointed as Panchayat Secretaries in the time scale of Record Assistant. Subsequently the erstwhile Village Administrative Officers who were appointed as Panchayat Secretaries were brought under the control of Revenue Department as Village Revenue Officers in 2007. In the year 2012, the Government has enhanced the qualification for appointment to the post of Village Revenue Officers as Intermediate. However, the pay scale of VROs was not enhanced on par with Junior Assistant.

It is further stated that this category is having multiple duties i.e., attending to Revenue duties, Police functions, various community and development activities and is playing key roll in entire revenue functionary and informatory source at field level. This category is also attending rescue operations during cyclones/national calamities. The 9<sup>th</sup> pay revision recommended time scale of Rs.8440-24950 to the police constables on par with Junior Assistant who were appointed with 10<sup>th</sup> class qualification. Even though this category was attending duties equally with Police Constable, they are being paid pay scale on par with the Record Assistant. Hence, request for higher pay scale of Rs.8440-24950 on par with Junior Assistant.

The Chief Commissioner of Land Administration Department has recommended for a pay scale of Rs.8440-24950 to the Village Revenue Officers as the minimum qualification is enhanced to Intermediate.

The following is the progression of pay scales of this post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Village Revenue Officer	---	---	---	4260-9520	7520-22430	Part Time Asst's/Village Servants	---

As per service rules, issued vide G.O.Ms.No.39, Revenue Department, dated:11.02.2008, the qualifications prescribed for this category was SSC. Subsequently, the qualification is enhanced to Intermediate vide G.O.Ms.No.1866, Revenue Department, dated:11.11.2011.

Keeping in view the duties and responsibilities of this category as notified in G.O.Ms.No.1059, Revenue Department, dated.31.07.2007 and also in view of the enhancement of entry qualification for this category to Intermediate, the Commission assigns to this category a pay scale of Rs.16400-49870, corresponding to Rs.8440-24950, thus benefitted by three stages.

**3. Junior Assistant/Junior Stenographer**  
**Typist/Telephone Operators : Rs.8440-24950**  
**No. of posts : 84**

It is represented that the above employees work from dawn to dusk and are subject to considerable stress and strain. Their role assumes considerable importance during Natural Calamities, Disaster Management, conduct of General Elections, Elections to Water Users Associations, Law and Order issues,

settlement of land disputes and in all emergencies in addition to implementation of several statutes. The request is to assign higher scale of pay of Rs.9200-27000.

Another request is for change of nomenclature of the following:

- a. Office Subordinate – Revenue Office Subordinate
- b. Junior Assistant – Junior Revenue Assistant
- c. Senior Assistant – Senior Revenue Assistant.

The category of Office Sub-Ordinate comes under A.P. Last Grade Service Rules and remaining posts are governed by the Andhra Pradesh Ministerial Service Rules and are covered under Common Categories. The post of Junior Assistant and Assistant-cum-Typist are filled by direct recruitment and by transfer of Record Assistants and other equivalent categories in Andhra Pradesh General Subordinate Service. The qualification for direct recruitment of Junior Assistants in the Offices of the Head of Departments/Directorates is Graduation and in the other Offices is Intermediate. The Junior Assistants in Heads of the Department and in the Sub-Ordinate Offices are carrying the same scale of pay.

The post of Telephone Operator is filled by direct recruitment and one must possess Intermediate and a certificate issued by the District Manager, Telephones that the individual has sufficient knowledge and experience to operate the telephone exchange.

The post of Junior Stenographer is filled by direct recruitment and one must possess Intermediate and a pass in Government Technical examination in typewriting and short hand by higher grade in the relevant language.

There is no difference in the pattern of work and nature of duties of these categories and in the entry qualification. The Commission, therefore, confirms the continuance of the pay scale for these categories and accordingly assigns a pay scale of Rs.16400-49870, corresponding to Rs. 8440-24950.

Further, the request for change of nomenclature does not come under the purview of the Commission.

<b>4.</b>	<b>Senior Assistant</b>	<b>:</b>	<b>Rs10900-31550</b>
	No. of posts	:	88
<b>5.</b>	<b>Senior Stenographer</b>	<b>:</b>	<b>Rs10900-31550</b>
	No. of posts	:	7
<b>6.</b>	<b>Revenue Inspector</b>	<b>:</b>	<b>Rs10900-31550</b>
	No. of posts	:	

It is represented that the above employees work from dawn to dusk and they are subject to considerable stress and strain. Their role also assumes considerable importance during Natural Calamities, Disaster Management, conduct of General Elections, Elections to Water Users Associations, Law and Order issues, settlement of land disputes and in all emergencies in addition to

implementation of several statutes, which are different from other departments. The request is to assign higher scale of pay of Rs.11530-33200.

All these posts are governed by the Andhra Pradesh Ministerial Service Rules. Senior Assistant is filled in by promotion from the category of Junior Assistant/Typist/Junior Stenographer. Senior Stenographer is filled in by direct recruitment and by promotion from the category of Junior Stenographer and the qualification for direct recruitment is Intermediate with a pass in Government Technical Examination in short hand and typewriting by higher grade in concerned language.

The above categories are having parity with Senior Assistant /U.D. Steno in successive PRCs under Common Category. The Commission confirms the continuance of the pay scale to them on par with other Common Categories and accordingly assigns a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200, thus improved by one stage.

**7. Deputy Tahsildar : Rs.14860-39540**  
No. of posts : 2674

It is requested to assign a higher pay scale of Rs.16150-42590 higher than Sub Inspector of Police on the following grounds:

- 1) This category implements and interprets various Acts and Codes and have a complete knowledge of the Revenue Acts, Codes and Rules is essential for the incumbents and assists the Tahsildar in discharging day to day functions.
- 2) He has to pass Revenue Test, Survey Training, Criminal Procedure Code Test and Indian Evidence Act. The syllabus includes 100 Acts and related Rules. While upgrading the posts of Head Assistant in the Tahsil Office as Deputy Tahsildar, the items relating to Public Distribution system and Survey have been entrusted to Deputy Tahsildar. He is working as Superintendent in Tahsil Office, supervises the work of Ministerial staff and discharges the duties of the Deputy Tahsildar in addition to other items.
- 3) He is the drawing and disbursing Officer for Tahsil Office. He is working in a special post discharges the duties of flying squad and demolition squads for removal of encroachments in Government land.

Another request is to confer the Gazetted status to this category.

Following is the progression of the pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Tahsildar	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	14860 – 39540 (one stage)	Senior Asst. (Rs.10900 -31550)	Tahsildar (Rs.16150-42590)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Police Sub-Inspector	1280-2440 (three stages)	2525-5390 (one stage)	4850-10250 (C.S.)	7200-16925 (C.S.)	14860-39540 (3 stages)	Asst. Sub-Inspector (Rs.11860-34050)	Inspector of Police (Rs.16150-42590)

The mode of recruitment to the post of Deputy Tahsildar is by direct recruitment through Group-II competitive examination conducted by the Andhra Pradesh Public Service Commission and by promotion from the category of Senior Assistant and one has to pass the Revenue Tests, Survey Training Test, Criminal Procedure Code Test and Indian Evidence Act. The qualifications prescribed for direct recruitment is a Degree from any University.

The Deputy Tahsildar plays an important role in the working of the Revenue Department at the Mandal level performing in addition to revenue, Law and Order and emergency duties as also the Protocol functions. However, under the A.P. Revenue Subordinate Service Rules, this post is inter changeable with the posts of Huzur Head clerk, Magisterial Head clerk in the collectorate and the Superintendents in the office of RDO/Collectorate and therefore, the Deputy Tahsildar cannot be assigned higher pay scale than one granted to Superintendent in common category.

The Commission, therefore, confirms the existing scale of pay of Rs.14860-39540 to this category and assigns the pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 to it, the aspect of conferring Gazetted status, does not come under the purview of the Commission.

**8. Tahsildar : Rs.16150-42590**  
No. of posts : 1381

It is represented that the post of Tahsildar is the first level Gazette post in the Revenue Department and also highest post at Mandal level. The post exercises concurrent powers of both Judicial and Executive Magistrates in Mandal level as per Sec.20 to 23 of Cr. P.C. As the Executive Magistrates, one should have thorough knowledge of Cr. P.C. C.P.C., I.P.C. and Indian Evidence Act in addition to various statutes to be operated in connection with the discharge of their functions.

Hence, sought for a higher pay scale of Rs.19050-45850, on par with Veterinary Assistant Surgeons and Head Master of Z.P.'s. It is stated that this category and Veterinary Assistant Surgeon are Mandal level posts. The Veterinary Assistant Surgeon in Animal Husbandry Department and Head Master in Z.Ps., are carrying higher pay scales than the post of Tahsildar even though the post of this category is having higher responsibilities. In 2005 revision, the pay scale of these categories was one and the same i.e., Rs.9285-21550. Hence, request is for a higher pay scale of Rs.19050-45850.

Following is the progression of pay scales of this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Tahsildar	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	Deputy Tahsildar (Rs.14860-39540)	Revenue Divisional Officer (Rs.20680-46960)
Veterinary Assistant Surgeon in Animal Husbandry Dept.	1550-3050	3310-6840 (2 stages)	6350-13000 (CS)	9285-21550 (CS)	18030-43630 (one stage)	--	Assistant Director (Rs.20680-46960)
Head Master in Z.Ps.	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	18030-43630 (one stage)	School Assistant (Rs.14860-39540)	---

According to service rules, the post is to be filled in by promotion from the category of Deputy Tahsildar.

Comparison with Veterinary Assistant Surgeon/Head Master is not appropriate, as the qualifications, duties & responsibilities are entirely different. The Commission notices that the category has extensive responsibilities which are of executive and quasi-judicial nature. This category is also responsible for maintaining Law and Order and has to attend to emergency duties and also perform protocol duties.

In view of this, the Commission assigns to this category a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

**9. Revenue Divisional Officer : Rs.20680-46960**  
**(Deputy Collector)**

No. of posts : 308

Requested for assigning a higher scale of Rs.23650-49360 on par with Municipal Commissioner Special Grade in Municipal Administration Department with the following grounds.

- 1) The functions of the department are many with varied responsibilities. They co-ordinate the activities and functions of the different departments.
- 2) They perform the functions of the District Collector at Divisional level.
- 3) They handle important items relating to law and order. They are vested with magisterial powers. They also carry out proceedings

- relating to land acquisition, conduct of various elections. They are acquainted with various Revenue related Acts.
- 4) He is the chief coordinator at the Divisional and coordinates with all the other Divisional level Officers in implementation of all Government schemes.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Revenue Divisional Officer	2150-3690	3880-8140 (CS)	7400-15475 (CS)	10845-25600 (CS)	20680-46960 (one stage)	Tahsildar (Rs.16150-42590)	Spl. Grade Deputy Collector. (Rs.27000-51760)
Municipal Commissioner, Spl. Grade, MA Dept.	2410-4050	4400-8700 (CS)	8400-16525 (CS)	12385-27750 (CS)	23650-49360 (one stage)	Municipal Commissioner (Grade-II) (Rs.20680-46960)	Municipal Commissioner (Selection Grade) (Rs.27000-51760)

The post is to be filled in by direct recruitment through Group-I competitive examination conducted by the Andhra Pradesh Public Service Commission and by promotion from the category of Tahsildar or by transfer from the category of Superintendents of the Office of the Chief Commissioner Land Administration/ Section Officers of Secretariat.

After taking all relevant factors into consideration, the Commission confirms the continuance of the existing scale of pay of Rs.20680-46960 for this post and assigns a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960.

**10. Special Grade Deputy Collector : Rs.27000-51760**  
 No of posts : 158

The Association has requested for assigning a higher scale of Rs.29200-53060 on par with Regional Director-cum-Appellate Commissioner of Municipal Administration on the following grounds.

- 1) He is the Additional District Magistrate who looks after law and order and has Magisterial Functions on par with District Collector.
- 2) All the important files of all the District Officers of other departments including that of Engineering Department will be routed through this category for effective functioning of other departments.
- 3) He is responsible for smooth conduct of elections, Relief and Rehabilitation operatives under natural calamities, Protocol work of VIPs/ VVIPs.



- 4) He is a nodal officer for conduct of various training programs at different Training Centres of Dr. MCR HRD Institute, Hyderabad. He acts as liaison officer of all departments in the District on behalf of District Collector.
- 5) He reviews the work relating to all District Officers including the Joint Directors of various Departments and the work of Superintending Engineers. He is the direct Head in the Revenue matters.

Following is the progress of pay scales of this post and comparable post.

Name of the category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
District Revenue Officer/ Special Grade Deputy Collector	2590-4300	5040-8700	9600-16525	14600-29250	27000-51760	Deputy Collector/ RDO (Rs.20680-46960)	---
Regional Director-cum-Appellate Commissioner of Municipal Administration	2880-4930	5770-9260	10950-17575	16925-30765	29200-53060	Selection Grade Municipal Commissioner (Rs.27000-51760)	Additional Director (Rs.34050-54360)

As per service rules, this post is filled by promotion from the category of Deputy Collector. There is no promotion for this category, except elevation to the Indian Administration Service subject to fulfillment of certain conditions.

This category represented to 2010 revision, seeking parity with Joint Director of Agriculture and SE of Engineering Departments, the same was not agreed and assigned a revised pay scale of Rs.27000-51760, thus benefitted by one stage.

After considering all relevant factors, the Commission is of the view that the existing pay scale of this category is adequate and therefore assigns to it a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760 to this category.

**9. Additional Joint Collectors : Rs.25600-50560**  
**(non cadre) (Schedule-I Scale)**  
 No. of posts :

It is requested that a distinct and separate scale of Rs.37600-54360 on par with Joint Secretary to Government (non cadre) be given to the post of Additional Joint Collectors which is being held by the Special Grade Deputy Collectors in the APCS (Executive Branch) Rules 1992 for the following reasons:

1. 22 posts of Additional Joint Collectors (Non Cadre) were created in one post for each District except in Ranga Reddy District in the time scale of Rs.14600-29250 with a view to strengthen the District Administration

by expediting regulatory and development functions at District Level. They are authorized to exercise the powers vested with the District Collectors/Joint Collectors/District Revenue Officers by or under laws including the new subject on implementation of Koneru Ranga Rao Committee recommendations, which was however allocated subsequently to the Joint Collectors.

2. Similarly (10) posts of Special Collectors in the State are also being manned by the Special Grade Deputy Collectors in the APCS (Executive Branch) Rules 1992 which were hitherto manned by the State Cadre Officers, without change in their functions.
3. The time scale of pay of Special Grade Deputy Collectors is Rs.27000-51760 and the Personnel working in the posts of Additional Joint Collectors are drawing the same scale of pay, though they were attached with higher responsibilities.
4. In absence of distinct and separate pay scale, no seniority being followed in the category of Special Grade Deputy Collectors while making postings of the personnel and in the process a Senior Officer is working under the control of a Junior resulting in demoralizations among the Officers.
5. This category is in Supervisory Cadre to monitor and review the performance of the works of the District Heads of Agriculture, Animal Husbandry, Fisheries, Welfare Departments, Housing and Medical and Health Departments, who are in the above time scales of pay of Additional Joint Collectors. On account of this infringement, while discharging his duties by the Additional Joint Collector internal egos and psychological embracement are noticed oftenly between him and District Heads of other Departments at District Level.

As per G.O.Ms.No.282, Finance (SMPC) Department, dated.19.11.2009, 22 posts of Additional Joint Collector (Non-cadre) were created one post in each District, except in Ranga Reddy District, in the scale of pay of Rs.14600-29250. Hence, it is a newly created post. The Schedule-I pay scale would be Rs.25600-50560 (corresponding scale). The incumbents are drawing the same scale of Rs.27000-51760, which is allowed to them in the category of Special Grade Deputy Collector/D.R.O.

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 Rs.52590-103290 corresponding to Rs.27000-51760 which is the pay scale of Special Grade Deputy Collectors.

### **31(b) COMMERCIAL TAX DEPARTMENT**

The Commercial Tax Department is the largest revenue generator of the State, contributing over 60% of the state's revenue under 8 different statutes. However, of these eight, sales tax, by itself contributes over 95% of the total taxes collected by the department. The department used to administer sales tax collection through the APGST Act, 1957 and the CST Act, 1957 till 31.3.2005. The A.P.VAT Act is implemented from 1.4.2005, replacing APGST Act, 1957,

#### **Organisation**

Currently, the Department operates at three levels, namely at the head office, division and at the circle, there are 193 circles, spread across 25 divisions. The head office (Office of the Commissioner of Commercial Tax) is in Hyderabad. To monitor the large tax payer, at the division level, the top 25 dealers of the division are formed into the Large Tax Payers (LTU) Units under the direct control of AC (LTU) and supervision of the Deputy Commissioner. For legal remedies, Appellate DC's (8 No's) officers are set up region wise for dealers convenience. The head office at Hyderabad monitors the tax collections under various Acts, and takes necessary action in case of deviation and exceptions. There are 5 integrated check posts (ICP's) working along with several departments, Transport Dept, Civil Supplier Dept, border check posts for monitoring movement of goods into and outside the state.

<b>1. Junior Assistant</b>	<b>:</b>	<b>Rs.8440-24950</b>
No. of post	:	2383
<b>2. Senior Assistant</b>	<b>:</b>	<b>Rs.10900-31550</b>
No. of post	:	1538
<b>3. Superintendent</b>	<b>:</b>	<b>Rs.14860-39540</b>
No. of post	:	13

It is represented that staff working in Commissionerate have to deal with eight complicated enactments relating to taxes collected by the department and also with procedural laws like Criminal Procedure Code and Evidence Act. They have also to attend to service matters like preparation of panels for promotion, seniority lists and hearing of service related disputes. The work-load of the staff had greatly increased due to the increase in the size of the department and the revenue collected.

Regarding Junior Assistant, it is stated that this category is having a qualification of graduation, when compared to Junior Assistants at District level, who are having Intermediate qualification. Hence, request is for higher pay scale of Rs.10900-31550 to this category. Regarding Senior Assistant and Superintendent, it is stated that these categories are discharging duties on par with Secretariat staff i.e. A.S.O. and Section Officer of A.P. Secretariat and hence, request is for parity with Assistant Section Officer (Rs.12910-36700) for the

category of Senior Assistant and Section Officer (Rs.18030-43630) for the category of Superintendent.

The above categories are categorized as common categories and the pay scales as applicable to common categories are applicable to them. Comparison with Assistant Section Officers and Section Officers of Secretariat for the categories of Senior Assistant and Superintendent is not appropriate, as the method of recruitment, qualifications, duties and responsibilities entrusted are entirely different. In view of this, the corresponding common category pay scales are recommended for these categories.

**4. Assistant Commercial Tax Officer : Rs.14860-39540**  
No. of Posts : 1341

This category is the tax collection authority and also exercises quasi-Judicial powers like seizure of goods, confiscation of property, issuing of summons and hearing of cases etc., in implementing various acts. This category is selected through APPSC Group-II examination. It is stated that, the APPSC selection is made for the posts of Junior Lecturer and Assistant Director by two papers system, whereas this category selection is made from 3 papers system. The ACTOs are getting less pay scale when compare to the post of Junior Lecturer and Assistant Director. Hence, request is for a higher pay scale of Rs.18030-43630 on par with the above categories.

Following is the progression of pay scales assigned to this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Assistant Commercial Tax Officer	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Stenographer (Rs.10900-31550)/ Senior Commercial Tax Inspector (Rs.10900-31550)/ A.S.O. (Rs.12910-36700)	Deputy Commercial Tax Officer (Rs.16150-42590)
Junior Lecturer	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	School Asst. (Rs.14860-38540)	Principal (Jr. College) (Rs.21820-48160)
Asst. Director, Marketing	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Superintendent (Rs.14860-39540)/ Statistical Assistant (Rs.13660-38570)	Deputy Director (Rs.21820-48160)
Assistant Motor Vehicle Inspector	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Transport Head Constable (Rs.7960-23650) Senior Asst. (Rs.10900-31550)	Motor Vehicle Inspector (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Municipal Commissioner Grade-III	1550-3050	2930-5960	5640-11300	8385-19125	15280-40510	Manager for first grade Rs.12550-35800), second and third grade municipalities (Rs.11860-34050), Revenue Officers first grade Municipalities (Rs.11860-34050), Revenue Officers of Selection grade and Special Grade municipalities (Rs.12550-35800)/ Sanitary Supervisors (Rs.11530-33200) / Sanitary Inspectors (Rs.10020-29200)/ Sanitary Food Inspectors (Rs.12550-35800) in Municipalities and Municipal Corporations	Municipal Commissioner Gr-II (Rs.16150-42590)

The post of Asst. Commercial Tax Officer is filled by direct recruitment or by transfer of Senior Stenographer / Sr. Commercial Tax Inspector/ by transfer from ASO and Senior Stenographer of Secretariat. The qualifications prescribed for direct recruitment is graduation.

Comparison with Junior Lecturer and other categories is not appropriate, as the duties and responsibilities and qualifications are different. Comparison with Asst. Director is also not appropriate, as the category of Asst. Directors is recruited through Group-I examination. Hence, the Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540.

**5. Deputy Commercial Tax Officer : Rs.16150-42590**

No. of Posts : 471

This Category is first level Gazetted post and plays important role in realizing revenue and recovery of arrears apart from their regular duty. He has to exercise quasi-judicial powers and also performing Vehicular Traffic Check duties. In view of the duties and responsibilities, request to assign a pay scale of Rs.19050-45850. Another request for assigning pay scale of Rs. 19050-45850 on par with Court Masters and PS to Hon'ble Judges in High Court/APAT/AP State Consumers Disputes & Redressal Commission, as the above categories were in the pay scale of Rs.9285-21550 in 2005 revision.

Following are the progression of this post and comparable posts.

Name of the category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Commercial Taxes Officer	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590 (CS)	Assistant Commercial Tax Officer (Rs.14860-39540)	Commercial Tax Officer (Rs.20680-46960)
Court Masters in A.P. High Court/ A.P.A.T. / A.P. State Consumer Disputes and Redressal Commission	1330-3050	3110-6380	5980-12100	9285-21550 (one stage)	19050-45850 (one stage)	Translators (Rs.14860-39540)	Asst. Registrar (Rs.23650-49360)

As per service rules, this post is filled by promotion from the category of Assistant Commercial Tax Officer and by transfer of Superintendents. This category represented to the PRC 2010, seeking new pay scales to the staff of Commercial Tax Department by adding two more additional increments when compared to other General Category posts. The PRC 2010 considering the relative parity with MRO and Deputy MRO and assigned a corresponding pay scale of Rs.16150-42590.

Comparison with the above categories is not relevant, as the duties and responsibilities, area of jurisdiction are entirely different.

The Commission assigns to this category a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, duly taking into account of their duties and responsibilities, which are multifarious/ arduous in nature, thus benefited by one stage.

**6. Commercial Tax Officer : Rs.20680-46960**  
No. of Posts : 289

No representation has been received.

This category is filled by direct recruitment through Group-I Services and one must possess a degree and is also promotion of Deputy Commercial Tax Officer.

This category is having parity with Deputy Superintendent of Police/ Deputy Collector in successive PRCs and assigned pay scales of Rs.2150-3690, Rs.3880-8140, Rs.7400-15475, Rs.10845-25600, Rs.20680-46960 in 1986, 1993, 1999, 2005 and 2010 revisions.

In view of the above, the Commission notices that the existing pay scale of Rs.20680-46960 is adequate and accordingly assigns to it the pay scale of Rs.40270-93780, corresponding to Rs.20680-46960.

**7. Assistant Commissioner : Rs.27000-51760**  
 No. of Posts : 73

No representation has been received.

The post of Assistant Commissioner is filled by promotion from the category of Commercial Tax Officer. This category was in the pay scale of Rs.2410-4050 in 1986 revision and represented to 1993 revision, seeking parity with Special Grade Deputy Collector, as the disparity was disturbed in 1986 revision. Keeping in view of function of Internal Audit and Enforcement, the PRC 1993 assigned pay scale of Rs.5040-8700 on par with Special Grade Deputy Collector, thus improved by one stage. This category was assigned corresponding pay scales of Rs.9600-16525 and Rs.14600-29250 in 1999 and 2005 revisions. This category was assigned a revised pay scale of Rs.27000-51760 in 2010 revision, thus improved by one stage.

The Commission considers the existing pay scale of this category to be adequate and therefore assigns to it a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

**8. Deputy Commissioner : Rs.29200-53060**  
 No. of Posts : 39

No representation has been received.

The post of Deputy Commissioner is filled in by promotion from the category of Assistant Commissioner. This category was in the pay scale of Rs.1500-2100 in 1978 revision and was assigned a revised pay scale of Rs.2690-4440 in 1986 revision, thus improved by one stage. This category represented to 1993 revision, seeking parity with Deputy Secretary to Government, the same was not agreed and assigned a revised pay scale of Rs.5390-8980. This category was assigned pay scales of Rs.10250-17050 and Rs.15500-30000 in 1999 and 2005 revisions. The PRC 2010 assigned a revised pay scale of Rs.29200-53060, thus improved by one stage.

The Commission notices that the existing pay scale of Rs.29200-53060 is adequate and accordingly assigns to it the corresponding pay scale of Rs.56870-105810.

**9. Joint Commissioner : Rs.31550-53060**  
 No. of Posts : 9  
**10. Additional Commissioner : Rs.37600-54360**  
 No. of Posts : 5

It is represented that the officials of this Department are having multifarious activities and administering eight Acts which contribute 70% of State Revenues. The Joint Commissioner (CT) and Additional Commissioner (CT) are the 5<sup>th</sup> and 6<sup>th</sup> Gazetted category posts of this department. The post of Joint Transport Commissioner and Additional Transport Commissioner were

4<sup>th</sup> and 5<sup>th</sup> Gazetted category posts in the Transport Department. Thus the Joint Commissioner of CT Department is always one rank above the Joint Commissioner of Transport Department and the Additional Commissioner of CT Department is always one rank above the Additional Commissioner of Transport Department. But while fixing the pay scales, this fact is not considered and same pay scale of Rs. 31550-53060 to Joint Commissioners of both Departments and Rs.37600-54360 for Additional Commissioner were assigned. Hence request is for a higher pay scale of Rs.37600-54360 to the category of Joint Commissioner (CT) and Rs.41550-55660 to the category of Additional Commissioner.

#### **Joint Commissioner:**

The following is progression of pay scales of this category and comparable posts:

Name of the category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Joint Commissioner (CT)	2880-4930	5770-9260	10950-17575	16925-30765	31550-53060	Deputy Commissioner (Rs.29200-53060)	Additional Commissioner (Rs.37600-54360)
Additional Commissioner (Transport Department)	3090-5140	6610-9820	12550-18625	19675-30765	37600-54360	Jt. Commissioner (Rs.31550-53060)	--
Joint Transport Commissioner	2880-4930	5770-9260	10950-17575	16925-30765	31550-53060	Dy. Transport Commissioner (Rs.23650-49360)	Additional Transport Commissioner (Rs.37600-54360)

This category is filled in by promotion from the category of Deputy Commissioner of Commercial Taxes Department.

The Commission notices that the existing pay scale of this category is adequate and accordingly assigns to it a pay scale of Rs.61450-105810, corresponding to Rs.31550-53060.

#### **Additional Commissioner:**

The following are the pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category
	Rs.					
Additional Commissioner (CT)	3090-5140	6610-9820	12550-18625	19675-30765	37600-54360	Joint Commissioner (Rs.31550-53060)
Additional Transport Commissioner	3090-5140	6610-9820	12550-18625	19675-30765	37600-54360	Joint Commissioner (Rs.31550-53060)

This category is filled in by promotion from the category of Joint Commissioner of Commercial Tax Department.



The PRC 2010 assigned a revised pay scale of Rs.37600-54360 on par with Additional Transport Commissioner, thus benefited by one stage.

The Commission notices that the existing pay scale of this category is adequate and accordingly assigns to it the pay scale of Rs.73270-108330, corresponding to Rs.37600-54360.

### **31(d) SURVEY SETTLEMENTS & LAND RECORDS**

Andhra Pradesh Survey & Land Records deals with surveys of all Revenue Villages & Municipal Towns for land administration. The Department is headed by Commissioner who control wings viz., (1) Survey and Land Records and (2) Settlement. The Commissioner is assisted by Joint Director (Admn) in all administration matters while he is assisted by Deputy Director (HQ) and AD(HQ) in all technical matters. Further Joint Director (Settlement) assists Commissioner in dealing with settlement issues. At district level, the Joint Collectors monitors Survey and Land Records issues, taking assistance of AD & Inspector of Survey. At Tahsil level the land survey is looked after by Tahsildar with the technical support from Mandal Surveyor. The day to day work of Mandal Surveyor in the Revenue Division are supervised by a Deputy Inspector of Survey, who works under control of RDO.

<b>1. Chainman</b>	<b>:</b>	<b>Rs.6700-20110</b>
No. of Posts	:	383

It is stated that the Chainman of Traverse Survey Party in particular have to trek different and difficult areas consisting of hillocks uneven and rocky areas, forest projects etc. They are also attending the field duties in summer and winter and rainy seasons and are exposed to seasonal conditions. Further stated that the duties are comparable with field man of Agriculture Department (Rs.7740-23050), but the post was assigned a lower pay scale of Rs.6900-20680. Hence request is to assign a pay scale of Rs.7740-23050. The following requests are further made:

1. Sanction of 20% of basic pay as Spl. Health Risk Allowance.
2. Change of nomenclature of Chainman as Field Assistant.
3. Sanction of 20% of basic pay as Survey Training Incentive, instead of 5% of basic pay.
4. To provide shoes, raincoats etc.,
5. Sanction of Rs.1000/- pm as Overtime Allowance.
6. Sanction of 20% of basic pay as Deputation Allowance.

Keeping in view of technical and arduous nature of duties performed by this category, the Commission assigns to it a pay scale of Rs.13780-42490, corresponding to Rs.7100-21250, thus improved by two stages.

<b>2. Dy. Surveyor</b>	<b>:</b>	<b>Rs.9460-27700</b>
No. of Posts	:	924
<b>3. Computer Draughtsman Grade-II</b>	<b>:</b>	<b>Rs.9460-27700</b>
No. of posts	:	158

It is stated that the category of Deputy Surveyor/ Computer Draughtsman Grade-II in Survey and Land Records Department is filled by direct recruitment or promotion from Chainman with I.T.I. qualification. The categories of Draughtsman Grade-III & Junior Technical Officer (formerly

known as Draughtsman Grade-II) in Engineering Department is filled by direct recruitment or by promotion from the category of Tracer and Technical Assistant with I.T.I. qualification. In view of the above, it is requested for a pay scale of Rs.10900-31550.

Statement showing pay scales assigned to the categories of Deputy Surveyor, Draughtsman Grade-II and Junior Technical Officer in the successive PRCs.

Category	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.					
Deputy Surveyor	1875-3750	3550-7150	5200-11755	9460-27700	Chainman (Rs.6700-20110)	Surveyor (Rs.11530-33200)
Computer Draughtsman Grade-II	1875-3750	3550-7150	5200-11755	9460-27700	---	Computer Draughtsman Grade-I (Rs.11530-33200)
Junior Technical Officer	1975-4010	3750-7650	5470-12385	9460-27700	Technical Assistant (Rs.8440-24950)	Assistant Technical Officer (Rs.11530-33200)

The category of Deputy Surveyor / Computer Draughtsman Grade-II are filled from the category of Chainman and also filled by direct recruitment, one must possess I.T.I. (Draughtsman Civil). At present, the category of Deputy Surveyor / Computer Draughtsman Grade-II are having parity with Junior Technical Officer of Engineering Department. Hence these categories are assigned a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200, thus improved by three stages.

4. **Surveyor** : **Rs.11530-33200**  
No. of Posts : 760
5. **Computer Draughtsman Gr- I** : **Rs.11530-33200**  
No. of Posts : 93

It is stated that the category of Surveyor/ Computer Draughtsman Grade-I of Survey and Land Records Department is filled by promotion from Deputy Surveyor/ Computer Draughtsman Grade-II. The Category of Assistant Technical Officer (formerly known as Draughtsman Grade-II) in other Technical & Engineering Departments is filled by promotion from Junior Technical Officer. Both the categories was assigned the pay scale of Rs.11530-33200 in 2010 revision. In view of the above, it is requested for a pay scale to the category of Surveyor on par with Assistant Technical Officer.

Following is the progression of pay scales of this category and Assistant Technical Officers:

Category	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.					
Surveyor	2075-4270	3950-8150	6505-15025	11530-33200	Deputy Surveyor (Rs.9460-27700)	Deputy Inspector of Survey (Rs.12910-36700)

Category	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.					
Computer Draughtsman Grade-I	2075-4270	3950-8150	6505-15025	11530-33200	Computer Draughtsman Grade-II (Rs.9460-27700)	--
Assistant Technical Officer	2315-4880	4430-9300	6505-15025	11530-33200	Junior Technical Officer (Rs.9460-27700)	Technical Officer (Rs.15280-40510)

The category of Surveyor is filled by promotion of Deputy Surveyor and from the category of Computer Draughtsman Grade-II and one must possess I.T.I. (Draughtsman Civil). The above categories are inter transferable and both the categories are having parity in the pay scales from time to time.

At the present, the above categories are having parity with Assistant Technical Officer of Engineering Departments. Hence, the Commission assigns to these categories a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by two stages.

<b>6. Senior Draughtsman</b>	<b>:</b>	<b>Rs.15280-40510</b>
No. of Posts	:	39
<b>7. Senior Computer</b>	<b>:</b>	<b>Rs.11530-33200</b>
No. of Posts	:	02

The request is for a higher pay scale of Rs.15280-40510 for the above categories. The category of Senior Computer including Senior Draughtsman is appointed by promotion from the category of Computer Draughtsman Grade-I. This category had parity with Deputy Inspector of Survey from time to time.

The following progression of pay scales of these categories :

Name of the Category	1986	1993	1999	2005	2010
	Rs.				
Senior Draughtsman	1100-2050	2315-4880	4430-9300	6505-15025	15280-40510
Senior Computer	1100-2050	2315-4880	4430-9300	6505-15025	11530-33200
Deputy Inspector of Survey	1100-2050	2315-4880	4430-9300	6505-15025	12910-36700

The category of Senior Draughtsman/ Senior Computer had parity with Deputy Inspector of Survey in the same Department from time to time.

The pay scale drawn against Senior Computer is Rs.11530-33200 in 2010 revision. In fact, PRC assigned a pay scale of Rs.12910-36700 for the category of Senior Draughtsman. The category of Senior Computer did not represent to 2010 revision, as a result of which, a corresponding pay scale of Rs.11530-33200 was assigned.

In view of the above, the Commission assigns a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 to the categories of Senior

Draughtsman / Senior Computer with protection of pay scale of Rs.29760-80930, corresponding to Rs.15280-40510 to the existing Senior Draughtsman and pay scale of Rs.14860-39540 to the future entrants.

**8. Head Draughtsman : Rs.13660-38570**  
No. of Posts : 1

The request is for a pay scale of Rs.16150-42590 and also proposed pay scale of Rs. 33420-90970.

The category of Head Draughtsman is appointed by promotion from Senior Draughtsman / Senior Computer and pass in the Revenue Draughtsman test part-I and part-II is prescribed.

Following is the progression of pay scales of this category and Inspector of Survey & Land Records:

Category	1986	1993	1999	2005	2010
	Rs.				
Head Draughtsman	1280-2440	2525-5390	4850-10250	7200-16925	13660-38570
Inspector of Survey & Land Records	1330-2630	2600-5580	5000-10600	7770-18575	15280-40510

As seen for the above statement, this category is not having parity with Inspector of Survey, Settlement & Land Records. However due to oversight, the pay scale was indicated as Rs.15280-40510 in the report. In fact, the PRC 2010 recommended a pay scale of Rs.13660-38570 to this category.

However, in view of the duties and responsibilities of this category and also not having any promotional avenues, the Commission assigns to it a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus improved by 3 stages.

**9. Deputy Inspector of Survey : Rs.12910-36700**  
No. of Posts : 116

It is stated that the staff dealing with technical matters, mainly responsible for preparation and maintenance of basic survey and land records by conducting of cadastral survey operations. The main functions are preparation of village maps, field maps, survey and resurvey of all towns, municipalities and corporations, assignment of Govt. lands for providing poor people and implementing village plans, through Bhoomi software.

It is stated that as per G.O.Ms.No.102, Rev. (SS-2) Dept., dated:5.2.2001, the qualification prescribed for the post of Deputy Inspector of Survey by method of direct recruitment is a Diploma in Civil Engineering, on par with Draftsman Grade-I now known as Technical Officer. The category of Draughtsman Grade-I of other Engineering Departments was assigned pay scale of Rs.15280-40510, whereas Deputy Inspector of Survey was assigned a lower pay scale of Rs.12910-26700. Hence, request is to assign a pay scale of

Rs.15280-40510 to this category on par with Asst. Engineer / Draughtsman Grade-I (Technical Officer) of other Engineering Departments.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Deputy Inspector of Survey and Land Records	1100-2050	2315-4880	4430-9300	6505-15025	12910-36700	Surveyor (Rs.11530-33200)	Inspector of Survey & Land Records (Rs.15280-40510)
Technical Officer (formerly Draughtsman Grade-I)	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Asst. Technical Officer (formerly known as Draughtsman Gr-II) (Rs.11530-33200)	Technical Officer Special Grade (Rs.16150-42590)

As per service rules issued in G.O.Ms.No.102, Revenue Department, dated.05-02-2001, the category of Deputy Inspector of Survey & Settlement is filled in by promotion of Surveyor and by direct recruitment. For method of direct recruitment, one must possess a Diploma in Civil Engineering. For method of promotion, one must have passed Surveyor Test Higher Grade Part-I and II or Survey and Settlement Surveyor Test Higher Grade Part-I and Part-II.

This category is having parity with Senior Draughtsman in successive PRCs. However the pay scale shown against of Senior Draughtsman is Rs.15280-40510, instead of showing the pay scale of Rs.12910-36700. In fact, the PRC has recommended a revised pay scale of Rs.12910-36700 for the above categories. Further the successive PRCs has not accepted parity with Asst. Engineer / Draughtsman Grade-I of other Engineering Departments, as the duties and responsibilities, area of supervision is entirely different.

Keeping in view the duties of this category which are technical, supervisory, training and maintenance of records etc. The Commission assigns to it a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by two stages.

**10. Inspector of Survey & Land Records : Rs.15280-40510**  
No. of Posts : 50

It is stated that the Inspector of Survey is assigned pay scale of Rs.15280-40510. Since the post is filled by way of promotion from the category of Deputy Inspector of Survey and might have assigned a pay scale of Rs.16150-42590. It is submitted that the One Man Commission and Departmental Committee constituted by the Government of A.P. has also recommended for consideration of the post of Inspector of Survey to Gazetted. Hence, it is

requested the pay scale of Rs.16150-42590 on par with Tahasildar and also requested for proposed pay scale of Rs.33420-90970.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Inspector of Survey and Land Records	1330-2630	2600-5580	5000-10600	7770-18575	15280-40510	Dy. Inspector of S&S (Rs.12910-36700)	Asst. Director (Rs.18030-43630)
Tahsildar	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Dy. Tahsildar (Rs.14860-39540)	Revenue Divisional Officer (Rs.20680-46960)

As per service rules issued in G.O.Ms.No.102, Revenue Department, dated.05-02-2001, this category is filled in by promotion of Deputy Inspector of Survey & Land Records. One must have passed Survey Inspector's Test Part-I & II and its practical part of Survey & Settlement Inspector's Test Part-I & II and must have passed the Accounts Test for Subordinate Officers Part-I.

Keeping in view of duties and responsibilities of survey, inspection, maintenance of revenue records etc., the Commission assigns to this category a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus benefitted by one stage.

**11. Assistant Director : Rs.18030-43630**  
No. of Posts : 27

It is stated that earlier the selection of Asst. Director (S&LR) under direct recruitment by APPSC Group-I services. Subsequently, keeping in view of the modern survey technologies, modern survey equipment and modern methodologies, the post was filled by direct recruitment with Engineering Graduates who possess BE/B.Tech Degree in Civil Engineering. This Category has to undergo a total period of 18 months training during their probation. He deals with all the correspondence pertaining to Survey and Land Records on behalf of the Dist Collector in the capacity of personal assistant. He has to visit all Tahasil Offices and conduct periodical checks inspection the Revenue Registers and Records. The request is for assigning pay scale of Rs.19050-45850 on par with Deputy Executive Engineer of other Engineering Departments.

Following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Asst. Director, Survey and Land Records	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Inspectors of Survey & Land Records (Rs.15280-40510)	Deputy Director (Rs.21820-48160)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Deputy Executive Engineer, Engineering Depts.	1980-3500	3640-7580	6950-14425	10845-25600	19050-45850	Asst. Executive Engineer (Rs.16150-42590)	Executive Engineer (Rs.23650-49360)

This category did not represent to 1993, 1999, 2005 and 2010 revisions, however corresponding scales have been assigned. Further the qualifications of this category is B.E., or B.Tech., and the duties of this category are Statutory, executive and technical in nature. The Commission assigns to this category a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, thus improved by one stage.

**12. Deputy Director : Rs.21820-48160**  
**No. of Posts : 5**

It is stated that the post of Deputy Director (S&LR) is filled up by promotion of Asst. Directors (S&LR). There are five Deputy Directors, three of whom are working as Regional Deputy Directors in each Multi Zone, one Deputy Director at Central Survey Office at State level and one at Hyderabad Urban District.

As per rules framed under sub section 2(c) of Section 26 of AP S & B Act 1923, the Dy. Director shall exercise statutory powers under section 6(i), 8(i), 9(i), 10(i), 13 etc., to publish notification of commencement of survey, to hear the appeals, to enquiry into boundaries and to notify completion of survey. The request is for assigning the pay scale of Rs.23650-49360 on par with Executive Engineer of other Engineering Departments.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Deputy Director, Survey and Land Records	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Assistant Director (Rs.18030-43630)	Joint Director (Rs.25600-50560)
Executive Engineer, Irrigation, R&B & PH Engineering Depts.	2410-4050	4400-8700	8400-16525	13390-28500	23650-49360	Deputy Executive Engineer (Rs.19050-45850)	Superintending Engineer (Rs.31550-53060)

Comparison of this category with Executive Engineer is not appropriate, as the duties and responsibilities are different. However, keeping in view of statutory and supervisory duties of this category, the Commission assigns to it the pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.



**13. Joint Director : Rs.25600-50560**  
No. of Posts : 3

This category was in the pay scale of Rs.9600-16525 and Rs.14600-29250 on par with Special Grade Deputy Collector in 1999 & 2005 revisions and the pay scale of Rs.25600-50560 was assigned in 2010 revision. Hence, the request is for higher pay scale of Rs.29200-53060.

The above category is filled by deputation from the category of Special Grade Deputy Collector. Hence, the Commission assigns to it a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

### **31(e) PROHIBITION & EXCISE DEPARTMENT**

The Prohibition and Excise Department is headed by Commissioner and deals with regulation of possession, Production, manufacture, selling, buying, and transporting of liquor. It plays the dual role of enforcing prohibition of country liquor (Arrack) and procuring revenue through regulation of Indian Made Liquor and Toddy. The Department, along with other State and Central Government agencies also enforces the law relating to Narcotic drugs and Psychotropic substances.

#### **1. Prohibition & Excise Constables**

**Including Tree Markers : Rs.7960-23650**

No. of Posts : 5657

#### **2. Prohibition & Excise Head Constables: Rs.10020-29200**

No. of Posts : 1191

The A.P Excise and Prohibition Head Constables, Tree Markers and Constables Association has stated that they were having parity in the salary structure with other departments like Police, A.P.S.P. Constables since 1960. It is stated that before 1969, the Excise Head Constable was on par with Police personnel and the parity was disturbed in 1969 revision and the same disparity is continued thereafter. It is further stated that this department is one of the top revenue earning departments. The staff of the Department are entrusted with statutory powers such as toddy administration and Rental collection, detection of cases, Intelligent Beat duties, collection of Excise arrears/ collection of intelligence on major crimes/ administration of toddy shops and investigation and Prosecution of offenders. Keeping in view of the nature of duties and responsibilities, it is requested for equal pay scales on par with Police personnel.

**Prohibition & Excise Constable : Rs.7960-23650**

Regarding P&E Constable, it is stated that the duties of this category are collection of Intelligence related to excise crimes, participate in raids, process of summon and NBWs and also attending centry/escort/bandobust duties. They are treated as superior service, as a result of which they lost 2 years' service and requested for parity with Police Constable. Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Proh. & Excise Constables	780-1275 (two stages)	1535-2840 (one stage)	2870-5470 (CS)	4595-10285 (two stages)	7960-23650	Attenders (Rs.6700-20110)	Probation and Excise Head Constable (Rs.10020-29200)
Police Constable	810-1420 (two stages)	1595-3020 (one stage)	2990-5810 (CS)	4825-10845 (two stages)	8440-24950	---	Police Head constable (Rs.10900-31550)

The category of P&E Constable is filled by direct recruitment and by transfer of Attenders in the Excise Department. For both the methods, one must have passed S.S.C., or its equivalent examination and must have certain Physical Standards.

The Commission notices that parity with Police Constable is not appropriate, as the duties and responsibilities entrusted and entry level qualifications prescribed for the post are entirely different. The existing pay scale of Rs.7960-23650 is adequate. The Commission accordingly assigns to this category pay scale of Rs.15460-47330, corresponding to Rs.7960-23650.

**Prohibition & Excise Head Constable : Rs.10020-29200**

It is stated that the duties of this category are collection of Intelligence related to excise crimes, assists SHO in all matters of administration, participation in raid along with SHOs and P&E Sub-Inspector and also attend to bandobust duties on special occasions like elections, festivals and jatars. Hence, request is for parity with Police Head Constable. Following is the progression of pay scales of this category and Police Head Constable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Proh. & Excise Head Constables	950-1670	1875-3750	3550-7150	5200-11755	10020-29200	P & E Constable (Rs.7960-23650)	Probation and Excise Sub-Inspector (Rs.12910-36700)
Police Head Constable	1010-1800	1975-4010 (one stage)	3750-7650 (CS)	5470-12385 (CS)	10900-31550	Police Constable (Rs.8440-24950)	ASI (Rs.11860-34050/Sub-Inspector of Police Rs.14860-39540)

The category of P&E Head Constable is filled in by promotion from P&E Constable and one must have passed S.S.C., or its equivalent qualification and must have prescribed physical standards. This category is also filled in by transfer from Drivers (HV/LV) working in the Excise Department, one must have worked for one year as Excise Constable as a trainee.

Keeping in view of the duties and responsibilities of this category and the pay scale of comparative posts, the Commission assigns to this category pay scale of Rs.21230-63010 corresponding to Rs.10900-31550, thus improved by one stage.

3. **Prohibition & Excise Sub-Inspector : Rs.12910-36700**  
No. of Posts : 1026
4. **Prohibition & Excise Inspector : Rs.14860-39540**  
No. of Posts : 669

It is stated that the functions of Prohibition and Excise Officials are the same as the Police officers. They are engaging in arrest of accused, seizure of contraband, escorting accused from crime scene to Prohibition & Excise station, attending to court duties along with the accused during investigation and also

filing charge sheet as per Criminal Procedure Code, A.P. Excise Act-1968 and other allied Acts.

**P&E Sub- Inspector : Rs.12910-36700**

Regarding P&E Sub-Inspector, it is stated that he is responsible for all matters (crime & revenue) in area of jurisdiction, executives NBWS, attends Courts work during trial of cases. It is stated that this category and ACTO are recruited through Group-II services and both the categories deal with enforcement and revenue. The category of Fire Officer and Deputy Jailor who were on par with this category in 2005 revision, were allowed higher pay scales in 2010 revision. Further ASO is a non-executive post was made on par with P&E Sub-Inspector. Hence, request is for Rs.14860-39540 on par with S.I. of Police/ACTO.

The following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
			Rs.				
Prohibition & Excise Sub-Inspector	1230-2330	2375-5040 (one stage)	4550-9600 (C.S)	6675-15500 (C.S)	12910-36700 (two stages)	P&E Head Constable (Rs.10020-29200)	Prohibition & Excise Inspector (Rs.14860-39540)
Sub-Inspector of Police	1280-2440	2525-5390 (one stage)	4850-10250 (C.S)	7200-16925 (C.S)	14860-39540 (three stages)	A.S.I. (Rs.11860-34050)/ Head Constable (Rs.10900-31550)	Inspector of Police (Rs.16150-42590)
Asst. Commercial Tax Officer	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	Dy. Commercial Tax Officer (Rs.16150-42590)
Deputy Jailor	1230-2330	2525-5390 (one stage)	4850-10250 (CS)	7200-16925 (CS)	13660-38570	---	Jailor (Rs.15280-40510)

The category of P&E Sub- Inspector is filled in by direct recruitment and must hold a Bachelor Degree of any university with physical requirements as prescribed in Service Rules. This category is also filled in by promotion from the category of P&E Head Constable and also by transfer of Junior Assistants working in Excise Department. One must have passed the following tests:

1. Excise Department test. 2. Accounts test for Subordinate Officers Part-I & II and 3. Third language test in any two of the following languages which one shall be Telugu. i) Telugu ii) Urdu iii) Hindi.

Parity with Sub-Inspector of Police is not appropriate. Keeping in view the duties and responsibilities entrusted to this category, the Commission assigns to it the pay scales of Rs.26600-77030, corresponding to Rs.13660-38570, thus improved by one stage.

**P&E Inspector : Rs.14860-39540**

It is stated that P&E Inspector is Station House Officer, looks after the work of check post, different task forces, etc. They are being assisted by Sub-Inspector and Constables. He has Jurisdiction over three to seven Mandals for control of Prohibition & Excise offense, realization of Excise revenue etc. While discharging their duties, they are subjected to heavy physical stress and strain and agony. Many of them are subjected to assault, physical injuries during the course of discharging duties such as raids, arrest, seizure, collection of Government Revenue etc. It is stated that the categories of Forest Range Officer and Jailor, who were equal to this category in 1986 revision, were assigned higher pay scales in subsequent revisions. Hence, request is higher a pay scale on par with Inspector of Police.

Following are the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Proh. & Excise Inspector	1380-2750	2750-5960 (one stage)	5300-11300	7770-18575	14860-39540 (one stage)	Excise Sub-Inspector (Rs.12910-36700)	Asst. Excise Superintendent (Rs.16150-42590)
Circle Inspector of Police	1550-3050	3110-6380 (one stage)	5980-12100	9285-21550	16150-42590 (CS)	Sub-Inspector (Rs.14860-39540)	Dy. Superintendent of Police. (Rs.20680-46960)
Jailor	1380-2750	2930-5960 (two stages)	5640-11300	8385-19125	15280-40510 (one stage)	Dy. Jailor (Rs.13660-38570)	Dy. Superintendent of Jails (Rs.19050-45850)
Forest Range Officer	1380-2750	2750-5960 (one stage)	5300-11300 (CS)	7770-18575 (one stage)/ 8385-19125 (one stage) (A.C. 2008)	15280-40510 (one stage)	Deputy Forest Range Officer (Rs.13660-38570)	Assistant Conservator of Forest (Rs.20680-46960)

The category of P&E Inspector is filled in by promotion from Excise Sub-Inspector / by Transfer from Senior Assistant from A.P. Ministerial Service of Excise Department and by transfer from A.S.O. of Secretariat for that one must have passed the following tests: 1. Excise Department test 2. Accounts test for Subordinate Officers Part-I & II and 3. Third language test in any two of the following languages which one shall be Telugu. i. Telugu ii. Urdu iii. Hindi

This category sought parity with their counter parts in Police / Transport / Revenue Departments in 2005 revision. While reiterating the views of the earlier PRCs, the PRC did not agree for parity with the above categories and assigned a corresponding pay scale of Rs.7770-18575.

The PRC 2010 observed that comparison with other first level Gazetted posts was not appropriate, as the qualifications, duties and responsibilities were varying and the category was not having parity with Police Inspector. The earlier Pay Revision Commissions including 2010 revision rejected the plea for parity with categories of Police Department, Commercial Taxes Department and Transport Department.

In view of duties and responsibilities entrusted, the Commission assigns to this category a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, thus improved by one stage.

**5. Assistant Chemical Examiner : Rs.12910-36700**  
**(formerly known as Lab Assistant)**  
 No .of Posts : 28

It is represented that this category was assigned a pay scales of Rs.430-800 and Rs.700-1200 in 1974 and 1978 revisions on par with Superintendent. In 2010 revision, the Office Superintendent of this Department was assigned a pay scale of Rs.14860-39540, whereas this category was assigned a lower pay scale of Rs.12910-36700.

It is stated that the pay scales of this category made equal to that of the Lab Assistant in the Forensic Science Laboratory in 1986 revision. The duties of this category is to analyse samples, prepare analysis report and to dispose evidence before courts of law and hence the duties of this category and Scientific Assistant of FSL are one and the same. In 2010 revision, this category was assigned Rs.12910-36700, whereas Scientific Assistant of FSL was assigned a higher pay scale of Rs.14860-39540. Hence, request is for a pay scale of Rs.14860-39540 on par with Scientific Assistant of FSL (Police Department). Another request is for sanction of Risk Allowance @ Rs.1000/- per month, as they are handling various chemicals in Labs which are hazardous in nature.

Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Chemical Examiner	1280-2440	2375-5040	4550-9600	6675-15500	12910-36700	--	Chemical Examiner (Rs.16150-42590)
Scientific Assistant (FSL)	1380-2750	2750-5960	5640-11300	8385-19125	14860-39540	Lab Assistant (FSL) (Rs.12550-35800)	Scientific Officer (FSL) (Rs.16150-42590)

According to service rules, appointment to the post of Assistant Chemical Examiner is by direct recruitment and one must possess a Bachelor's degree in Science with Chemistry or B.Sc., (Chemistry) or B.Sc., (Pharmacy).

This category sought parity with Scientific Assistant (FSL) of Police Department in 2010 revision. The PRC observed that this category had no

parity with Scientific Assistant (FSL) in successive PRCs and had a parity with P&E Sub Inspector and assigned a revised pay scale of Rs.12910-36700, thus benefited by two stages. At present, this category is having parity with P&E Sub Inspector.

In view of the above, the Commission notices that this category is not having parity with Scientific Assistant (FSL) and assigns a pay scale of Rs.26600-77030, corresponding to Rs.13660-38570 on par with P&E Sub-Inspector, thus benefited by one stage.

**6. Chemical Examiner : Rs.16150-42590**  
No. of Posts : 8

It is represented that there are 8 Regional Prohibition & Excise Laboratories and each Laboratory is headed by this category being Regional Gazetted Officer having Jurisdiction over 3 to 4 Districts. It is stated that this category is an independent and Regional post and comparable with Scientific Officer of FSL, Senior Scientific Officer of IPM/Drugs Control Administration, Deputy Director of Industries / Deputy Director of Mines & Geology. In view this request is for a pay scale of Rs.21820-48160 on par with other technical posts of above departments. Following are the progression of pay scales of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Chemical Examiner	1550-3050	3310-6840 (two stages)	6350-13000 (CS)	9285-21550 (CS)	16150-42590 (CS)	Assistant Chemical Examiner (Rs.12910-36700)	Prohibition & Excise superintendent (Rs.20680-46960)
Senior Scientific Officer, IPM	2410-4050	4400-8700 (CS)	8400-16525 (CS)	12385-27750 (CS)	21820-48160 (CS)	Junior Scientific Officer (Rs.18030-43630)	Chief Public Analyst (Rs.27000-51760) or Joint Director (Tech). (Rs.23650-49360)
Senior Scientific Officer, Drugs Control and Administration Department	2410-4050	4400-8700 (CS)	8400-16525 (CS)	12385-27750 (CS)	21820-48160 (CS)	Junior Scientific Officer (Rs.18030-43630)	Joint Director (Lab) (Rs.25600-50560)
Assistant Director, (FSL)	1980-3500	3640-7580/ 3880-8140 (one stage)	7400-15475 (CS)	10845-25600 (CS)	19050-45850 (CS)	Scientific Officer (Rs.16150-42590)	Joint Director (FSL) (Rs.27000-51760)
Deputy Director Mines & Geology Department	2410-4050	4400-8700 (CS)	8400-16525 (CS)	12385-27750 (CS)	21820-48160 (CS)	Assistant Director (Rs. 19050-45850)	Joint Director (Rs.25600-50560)

According to service rules, this category is appointed by direct recruitment, one must possess a first or second class M.Sc., degree in Chemistry

or M. Pharmacy. This category is also filled in by transfer from Assistant Excise Superintendent, Assistant Chemical Examiner and also by transfer from Excise Inspector of Excise Department and one must possess a first or second class M.Sc., degree in Chemistry or M. Pharmacy.

This category represented to 2010 revision, seeking a scale of Rs.10845-25600 on par with Assistant Director (FSL) of Police department. The PRC did not agree for parity with the above category and observed that since this category had parity with Assistant Excise Superintendent and assigned a corresponding pay scale of Rs.16150-42590.

Keeping in view of the observations of earlier Pay Revision Commissions, the Commission assigns a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630 on par with Asst. Excise Superintendent of this Department, thus improved by one stage.

**7. Asst. Excise Superintendent  
(Prohibition & Excise) : Rs.16150-42590**  
No. of Posts : 99

It is represented that this category and Deputy Superintendent of Police belong to Group-I Services and both are uniformed officers. The Asst. Excise Superintendent is a divisional level post having jurisdiction over 4-7 Excise Stations as in the case of a Revenue Divisional Officer. He also deals with special grave crime cases and an investigation officer in all special grave crime cases. He is responsible for collection of revenue as well as control of crime in his jurisdiction. Hence it is requested for parity with Deputy Superintendent of Police, Revenue Divisional Officer and Commercial Tax Officer.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Asst. Excise Superintendent	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Inspector Probation & Excise (Rs.14860-39540)	Excise Superintendent (Rs.20680-46960)
Deputy Superintendent of Police (Non-cadre)	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Inspector of Police (Rs.16150-42590)	Addl. Supdt., of Police, Non-cadre (Rs.29200-53060)

Appointment to this category is by direct recruitment and by transfer from the categories of Inspectors, Office Superintendents, Laboratory Assistant (Now known as Asst. Chemical Examiner) and Chemical Examiner. For direct recruitment, one must have a degree and must be at least 165 cms in height and at least 81cms round the chest on full expiration with an expansion of at least 5cms. For the method of transfer, one must have passed the Departmental Tests prescribed.

Comparison with DSP/RDO/CTO is not appropriate, as the duties and responsibilities are different. The Commission assigns to this category a pay



scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

#### **8. Prohibition & Excise Superintendent**

**(Prohibition & Excise)**

**: Rs.20680-46960**

No. of posts

: 65

It is represented that this category is the licensing authority, having supervision over the P & E district. He is also the appointing authority of P & E Constables. He is primarily responsible for generating Excise Revenue and in controlling the Excise related crimes. Hence, request is for a higher pay scale of Rs.27000-51760 on par with Additional S.P. and Special Grade Deputy Collector (DRO).

Following are the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Prohibition and Excise Superintendent	1980-3500	3880-8140	7400-15475	10845-25600	20680-46960	Asst. Prohibition & Excise Superintendent (Rs.16150-42590)/ PE Inspector (Rs.14860-34540)/ Chemical Examiner (Rs.16150-42590)	Asst. Commr. of Prohibition and Excise. (Rs.27000-51760)
Additional Superintendent of Police (Non-cadre)	2590-4300	5040-8700	9600-16525	14600-29250	27000-51760	Deputy Superintendent of Police (Rs.20680-46960)	Supdt. of Police, Non-cadre (Rs.29200-53060)
Special Grade Deputy Collector (DRO)	2590-4300	5040-8700	9600-16525	14600-29250	27000-51760	RDO (Rs.20680-46960)	---

According to service rules, appointment to this category is filled by promotion from the categories of Assistant Excise Superintendent, Inspectors and Chemical Examiner who have put in 2 years of service.

Keeping in view of duties and responsibilities, the Commission assigns to this category a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by two stages.

#### **9. Joint Director (Technical)**

**(formerly known as Senior**

**Chemical Technologist)**

**: Rs.23650-49360**

No. of Post

: 01

It is represented that there are two more Joint Director Posts in existence in the Prohibition and Excise Department with higher pay scales. One is Joint Director (Distilleries) in the pay scale of Rs.31550-53060 and other is

Joint Director A.P. Prohibition and Excise Academy in the pay scale of Rs.29200-53060. In comparison, the Joint Director (Technical) which required higher qualifications of Ph.D., in Chemical Technology and technical nature of duties is allowed the lowest scale of Rs.23650-49360. Hence, it is requested for pay scale of Rs.29200-53060 on par with other Joint Director in the Department.

Following are the progression of pay scales of this category and comparable posts:

Name of the category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Joint Director (Technical )	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360 (one stage)	Chemical Examiner (Rs.16150-42590)	--
Assistant Commissioner Of P&E Department	2410-4050	5040-8700	9600-16525	14600-29250	27000-51760 (one stage)	Prohibition & Excise Superintendent (Rs.20680-46960)	Deputy Commr. (Rs.29200-53060)
Deputy Commissioner of P&E including Joint Director of A.P. Excise Academy.	2690-4440	5390-8980	10250-17050	15500-30000	29200-53060	Asst. Commr. (Rs.27000-51760)	Joint Commr. (Rs. 31550-53060)

This category is filled in by direct recruitment/ by deputation/ on contract basis from scientific organization and one must possess Ph.D. in sugars with specialization Ethyl alcohol or Ph.D., in Chemical Technology with specialization in sugar and minimum experience of 3 years in any of these branches. This category is also filled in by promotion from Chemical Examiner and one must possess 1<sup>st</sup> or 2<sup>nd</sup> class M.Sc., or M.Phil., with a pass in the relevant departmental test and also with a minimum service of 3 years.

This category is entrusted with, Allocation, Export, Import of R.S., D.S., and Molasses, Licensing, and renewal of all D.S., R.S., and M.T.P. units, R.S. producing IML Distilleries (D-2 Licenses) and Breweries, Alterations and additions and modernization proposals of all units distilleries R.S. and IML, and Breweries.

Keeping in view the duties entrusted to this category and the qualification of Ph.D., in Chemical Technology prescribed for entry, the Commission assigns to it a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760, thus improved by two stages.

**10. Assistant Commissioner**  
**(Prohibition & Excise) : Rs.27000-51760**  
 No. of Posts : 23

It is represented that this category is an Enforcement officer at Zonal level having jurisdiction over one/ two districts. He supervises the work of the staff up to Excise Superintendents. He is responsible for control crime in his

area. He supervises and reviews crime work of all stations, sub-divisions and districts of his zone. Hence, it is requested for parity with Superintendent of Police (Non-cadre) (Rs.29200-53060).

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Commissioner	2410-4050	5040-8700	9600-16525	14600-29250	27000-51760	Prohibition & Excise Superintendent (Rs.20680-46960)	Deputy Commr. (Rs.29200-53060)
Superintendent of Police (Non-cadre)	--	5390-8980	10250-17050	15500-30000	29200-53060	Addl. Superintendent of Police (Rs.27000-51760)	Deputy Inspector General of Police, (Non-cadre) (Rs.34050-54360)

Appointment to this category is made by promotion from the category of Excise Superintendent.

Comparison with Superintendent of Police (Non-cadre) is not appropriate, as the duties and responsibilities, area of jurisdiction are different, the Commission assigns to this category a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

**11. Deputy Commissioner (Prohibition & Excise)** : **Rs.29200-53060**  
 No. of Posts : 13

It is represented that this category is in charge of a Division consisting of two to three districts and is a Regional post like Deputy I.G. [Non-cadre]. He supervises the work of Asst. Commissioner and Excise Superintendent and has overall responsibility for arresting all sorts of Excise related crimes in his jurisdiction. He is the appointing authority for the categories of P & E Sub-Inspectors and Prohibition & Excise Inspectors.

It is requested to assign a higher pay scale of Rs.31550-53060 on par with Jt. Commissioner of Transport Department, Joint Commissioner of Commercial Tax Dept.

Following are the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Commissioner	2690-4440	5390-8980	10250-17050	15500-30000	29200-53060 (one stage)	Asst. Commr. (Rs.27000-51760)	Joint Commr. (Rs.31550-53060)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Joint Commissioner, Commercial Tax	2880-4930	5770-9260	10950-17575	16925-30765	31550-53060 (one stage)	Deputy Commissioner (Rs.29200-53060)	Addl. Commr. (Rs.37600-54360)
Joint Commissioner, Transport	2880-4930	5770-9260	10950-17575	16925-30765	31550-53060 (one stage)	Deputy Transport Commissioner (Rs.23650-49360)	Additional Transport Commissioner (Rs.37600-54360)

Appointment to this category is by promotion from the category of P&E Assistant Commissioner.

Comparison with Joint Commissioner of Commercial Taxes/Transport, is not appropriate, as the duties and responsibilities entrusted, scope of supervision are different. The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.56870-105810, corresponding to Rs.29200-53060.

**12. Joint Commissioner  
(Prohibition & Excise) : Rs.31550-53060**  
No. of Posts : 5

It is stated that this category is highest non-cadre in the Department. This category and Deputy Commissioner are having the same maximum pay of Rs.53060 and as a result of which no incremental benefit for this category on promotion as Joint Director. Hence, request is for stepping up of pay scale.

It is also requested to assign pay scale of Rs.34050-54360 on par with Deputy Inspector of Police (Non-cadre), Additional I.G. of Prisons (Non-Cadre).

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Joint Commissioner	--	5770-9260	10950-17575	16925-30765	31550-53060 (one stage)	Deputy Commr. (Rs.29200-53060)	Additional Commr. (Rs.37600-54360)
Deputy Inspector General of Police (Non-cadre)	3580-5380	6610-9820	12550-18625	19675-30765	34050-54360	Superintendent of Police. (Non-cadre) (Rs.29200-53060)	--

As per Service Rules, this category is filled by promotion from the category of Deputy Commissioner of P&E.

This Commission notices that this category is not having parity with personnel of Police Departments in the successive PRCs. The Commission considers the existing pay scale of this category to be adequate and accordingly assigns to it a pay scale of Rs.61450-105810, corresponding to pay scale of Rs.31550-53060.

**13. Additional Commissioner  
(Prohibition & Excise) : Rs.34050-54360**  
No. of Posts : 1

It is represented that the categories of Assistant Commissioner, Deputy Commissioner and Joint Commissioner of this Department are having parity with their counterparts of CT Department. This category was in the pay scale of Rs.19675-30765 in 2005 revision and did not represent to 2010 revision, however a corresponding scale of Rs.34050-54360 was assigned. The Category of Additional Commissioner, CT was in the pay scale of Rs.19675-30765 in 2005 revision and assigned a revised pay scale of Rs.37600-54360 in 2010 revision, thus benefited by one stage over this category.

Request is for assigning the pay scale of Rs.37600-54960 on par with Additional Commissioner of Commercial Taxes Department.

Following is the progression of pay scales of this category and Additional Commissioner of Commercial Tax.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion Category
	Rs.						
Additional Commissioner P&E	--	--	--	19675-30765	34050-54360	Joint Commissioner (Rs.31550-53060)	---
Additional Commissioner (Commercial Taxes Department)	3090-5140	6610-9820	12550-18625	19675-30765	37600-54360	Joint Commissioner (Rs.31550-53060)	---

The Commission notices that this category was in the pay scale of Rs.19675-30765 on par with Additional Commissioner (Commercial Taxes) in 2005 revision. The feeder categories of both the categories i.e., Joint Commissioner are in the pay scale of Rs.31550-53060.

In view of the above, the Commission assigns to this category a pay scale of Rs.73270-108330, corresponding to Rs.37600-54360, thus benefited by one stage.

### **31(f) REGISTRATION AND STAMPS DEPARTMENT**

Registration and Stamps Department is one of the oldest departments and playing important role for registration of transactions of various kinds, most important of which are transactions of properties of public and preserving them in the shape of records and electronic discs. The importance of the department has increased in the recent past and it has now become an important contributor to the gross income of the State Government.

The Department is headed by the Commissioner and Inspector General of Registration and Stamps who is a cadre officer. He is assisted by two (2) Additional Inspectors General, three (3) Joint Inspectors General and seven (7) Assistant Inspectors General equivalent to the posts of District Registrar. The District Registrar main duty is to conduct Internal Audit to check the stamps duty and registration fees. The Sub-Registrar Grade-I and Grade-II plays important role in registration of transactions of registering public and preserving the transactions in the shape of Records and in Electronic devices etc.

**1. Sub Registrar Gr-II : Rs.14860-39540**  
No. of Posts : 426

It is represented that the posts of Sub-Registrar Gr-I & Gr-II were conferred Gazetted status. The post is field level post in the Department and discharging multifarious duties under certain sections of Stamps Act, Registrar of Chits under Chit Funds Act (A.P) Registrar of Marriages under Hindu and Special Marriage Act., and Stamps Vendor of Sub-Depots, besides discharging the duties of registration of documents and issue of Encumbrance Certificate and certified copies.

This Category is having jurisdiction of more than 2 to 3 Revenue Mandal and pay scale of Rs.14860-39540 for this category grade is unjustified. It is requested for a higher pay scale of Rs.16150-42590 on par with Tahsildar in Revenue Department for this category.

Following is the progression of pay scales of this post and comparable post:

Department	Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
		Rs.						
Registration & Stamps Department	Sub-Registrar Grade- II	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900 -31550)	Sub-Registrar Grade-I (Rs.16150 -42590)
Revenue Department	Tahsildar	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Deputy Tahsildar (Rs.14860 -39540	Revenue Divisional Officer (Rs.20680 -46960).

According to the service rules, this category is filled in by direct recruitment through Group-II services. One must possess a degree and also by transfer from the category of Senior Assistant, one must have put in a service of not less than two years in the above category.

This category represented to 2010 revision sought for a higher pay scale of Rs.8385-19125 on par with Assistant Labour Officer/Assistant Social Welfare Officer/ Sub Treasury Officer/Co-operative Sub-Registrar (Now Assistant Registrar) and Extension Officer (Rural Development) on the grounds that they had parity in 1993 and 1999 revisions. The Commission assigned a revised pay scale of Rs.14860-39540 (one stage benefit).

Keeping in view of the parities duties and responsibilities, the Commission notices that the existing scale of this category is adequate and recommends to it the pay scale of Rs.28940-78910, corresponding to Rs.14860-39540.

**2. Sub-Registrar Grade – I : Rs.16150-42590**  
No. of posts : 149

It is stated that this category is having jurisdiction of more than 5 to 10 Mandals, the pay scale of Rs.16150-42590 assigned to this category is unjustified, whereas the categories of Motor Vehicle Inspector, Veterinary Assistant Surgeon, High School Head Master and Junior Lecturer, Section Officers in A.P. Secretariat and Section Officers in APPSC (formerly Superintendent) who are confined only one Mandal, are assigned a higher pay scale of Rs.18030-43630. Hence request is for assigning a higher pay scale of Rs.18030-43630 on par with them.

Following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Sub-Registrar Grade- I, Registration &Stamps Department	1380-2750	2750-5960	5300-11300	8385-19125	16150-42590	Sub-Registrar Gr-II (Rs.14860 -39540)	District Registrar (Rs.19050-45850)
Veterinary Assistant Surgeon, Animal Husbandry Department	1550-3050	3310-6840	6350-13000	9285-21550	18030-43630	--	Assistant Director (Rs.20680-46960)
Motor Vehicle Inspector, Transport Department	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Motor Vehicle Inspector (Rs.15280-40510)	Regional Transport Officer (Rs.19050-45850)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Section Officer, A.P. Secretariat	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Section Officer (Rs.12910-36700)	Assistant Secretary to Government (Rs.23650-49360)
Section Officer, A.P.P.S.C.	1380-2750	2750-5960	5300-11300/ 5980-12100 (AC 2004)	9285-21550	18030-43630	Assistant Section Officer (Rs.12910-36700)	Assistant Secretary (Rs.23650-49360)

The category is filled in by promotion from the category of Sub-Registrar Gr-II and with a minimum service of 3 years of which atleast 2 years shall be in the category of Sub-Registrar Gr-II.

Comparison with other categories of service is not relevant, as the duties and responsibilities are entirely different. Considering the earlier parities and keeping in view of the duties and responsibilities, the Commission notices that the existing scale of this category is adequate and assigns to it the pay scale of Rs.31460-84970, corresponding to Rs.16150-42590.

**3. District Registrar : Rs.19050-45850**  
No. of Posts : 61

As per the service rules, the post is filled by direct recruitment though Group-I services and also by promotion from the category of Sub-Registrar Grade-I. The qualification prescribed for direct recruitment is a graduation from a University.

Keeping in view of duties and responsibilities, the Commission notices that the existing scale of this category is adequate and assigns to it a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850.

**4. Deputy Inspector General of Registration & Stamps : Rs.23650-46360**  
No. of Posts : 18

As per service rules, this category is filled by promotion from the category of District Registrar.

This category is in the pay scales of Rs.2410-4050 and Rs.4400-8700 in 1986 and 1993 revision. This category represented to 1999 revision, seeking parity with Deputy Commissioner of Commercial Tax Department. The PRC did not agree parity with the above category and assigned a corresponding pay scale of Rs.8400-16525. In 2005 revision the Commission did not agree parity with Deputy Commissioner of Commercial Tax Department and assigned a corresponding pay scale of Rs.12385-27750 to this category. The PRC 2010 assigned a revised pay scale of Rs.23650-49360, thus benefitted by one stage.



The Commission notices that the existing scale of this category is adequate and assigns to it a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360.

**5. Joint Inspector General of  
Registration and Stamps : Rs.29200-53060**  
No. of Posts : 1

As per service rules, this category is filled by promotion from the category of Deputy Inspector General of Registration & Stamps.

This category was in the pay scale of Rs.2690-4440 and Rs.5390-8980 in 1986 and 1993 revisions. This category represented to 1999 and 2005 revisions, seeking parity with Additional Commissioner of Commercial Tax Department. The same was not agreed and assigned a corresponding pay scale of Rs.10250-17050 and Rs.15500-30000. The PRC 2010 assigned a revised pay scale of Rs.29200-53060 on par with Deputy Commissioner of Commercial Tax Department and Deputy Commissioner of Excise Department, thus benefitted by one stage.

The Commission notices that the existing scale of this category is adequate and assigns to it a pay scale of Rs.56870-105810, corresponding to Rs.29200-53060.

**6. Additional Inspector General  
of Registration and Stamps : Rs.34050-54360**  
No. of posts : 1

This category was created in the pay scale of Rs.19675-30765, vide G.O.Ms. No.149, Finance (SMPC) Department, dated.28.06.2009. This was the highest post in the department (under non cadre) and only District Registrar who were directly recruited can aspire promotion for this post. This category was in the pay scale of Rs.19675-30765 in 2005 pay scales and the PRC 2010 assigned a corresponding scale of Rs.34050-54360.

It is stated that this post was created during the organization of the Department. This category will look after various Acts, has to look after supply and distribution of stamps viz. Non-Judicial and Judicial stamps. He is also responsible for accounting the sale procedure of stamps and seeking machines.

In view of the above and the fact that he is the senior most non cadre officer of the department, the Commission assigns to this category a pay scale of Rs.73270-108330, corresponding to Rs.37600-54360, thus improvement by one stage.

## **32. TRANSPORT, ROADS AND BUILDINGS DEPARTMENT**

### **32 (a) TRANSPORT DEPARTMENT**

The functionaries of Transport Department enforce the Motor Vehicles Act and Rules, collect taxes and fees and issue of Driving Licenses and Certificates of Fitness for Transport Vehicles; carry out registration of Motor Vehicles and grant regular and temporary permits for vehicles. The department also carries out road safety awareness campaigns, pollution check of vehicles and enforces regulatory measures such booking speeding vehicles through laser guns and interceptor vehicles and detect drunken drivers through breath analyzers. The Department in addition to performing regulatory functions, also generates revenue.

The Department is headed by the Transport Commissioner. He is assisted by an Additional Commissioner, four Joint Commissioners, three Regional Transport Officers one Regional Transport Officer as State representative before State Transport Appellate Tribunal and one Chief 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.

<b>1. Transport Constable</b>	<b>:</b>	<b>Rs.7960-23650</b>
No. of posts	:	424

A.P. Transport Constables Association, Saifabad, Hyderabad has represented that this category was created in the year 1990 to assist Superior Officers in discharge of official duties in the matters of enforcement work, executive work etc. They help the administration in crowd control, security duties and control of traffic, whenever department officers are on duty on roads. They also assist the executive staff in the inspection of accident vehicles, testing of drivers in the matters of issue of driving licenses, inspection of new vehicles for registration and also in the inspection of in use vehicles for fitness renewal and renewal of registration etc.

In view of enhancement of prescribed qualification for the post of Transport Constable to pass in Intermediate and to possess a Motor License to drive LV and to fulfill the physical measurements as is prescribed for the Police Constable, the request is to assign to them a pay scale of Rs.8440- 24950 on par with Police Constable. Request is also made for Uniform Allowance and Uniform Maintenance Allowance on par with Transport Head Constables, Motor Vehicle Inspectors and Assistant Motor Vehicle Inspectors. Another request is for allowing TA and DA, as they have to tour entire State. Another request is for allowing Risk Allowance, as they are facing risk while performing duties. However, quantum of the same has not been mentioned.

This category is filled by direct recruitment and the qualifications are Intermediate and one must hold Motor Driving License to drive Light Motor

Vehicles. This category forms feeder category to the post of Transport Head Constable. The minimum qualification has been enhanced from SSC to Intermediate vide G.O.Ms.No.170, TR & B Department, dated:25.07.2009.

Keeping in view the enhancement in entry level qualification for this category and also the nature of duties and responsibilities, the Commission assigns to it a pay scale of Rs.16400-49870, corresponds to Rs.8440-24950, thus improved by one stage.

<b>2. Assistant Motor Vehicle Inspector:</b>	<b>Rs.15280-40510</b>
No. of posts	: 355

It is represented that this category is testing the candidates seeking driving licenses on the tracks and maintaining safety standards and pollution control measures in the established testing stations, test and issue of Licenses, registering of vehicles, collection of tax at checks posts, recovery of bills through the Government under RR Act. They are also performing Police duties in detecting offences committed by drivers and owners of motor vehicles under Motor Vehicles Act and Taxation and prosecute the offenders.

It is further stated that the qualification prescribed for this category is diploma in Automobile Engineering or degree in Mechanical/Automobile Engineering and holding of three years' experience and holding Heavy Motor Vehicle License and also work experience in Mechanical side. The qualification prescribed for Assistant Executive Engineer/ Executive Engineers is only graduation in Mechanical/ Automobile Engineering. Even if this category is treated as "technical post" on par with Technical posts of other Engineering posts vide G.O.Ms.No.152, TR&B Department, dated:06.09.2003, proper weightage has not been given while assigning pay scales. In view of the above, request is for the scale of pay of Rs.16150-42590 on par with Assistant Executive Engineer in Engineering Department, keeping in view the technical qualification and technical/executive duties and responsibilities. The Commissioner of Transport has supported the request of the Association.

This category is filled in by direct recruitment and one must have passed B.E., in Mechanical or Automobile Engineering or Diploma in Automobile Engineering granted by Technological Diploma Examination Board. It is also filled by promotion from the category of Transport Head Constables of Transport Department and also by transfer from the category of Senior Assistant of Transport Department. If no qualified and eligible Senior Assistants are available, by appointment by transfer of eligible candidates from the category of Junior Assistants of Transport Department from the respective units.

The following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Assistant Motor Vehicle Inspector (Transport Department)	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510 (CS)	Transport Head Constable/Transport Constable (Rs.7960-23650)/Sr. Asst. (Rs.10900-31550)	Motor Vehicle Inspector (Rs.18030-43630)
Assistant Executive Engineer (R&B, Panchayat Raj & Irrigation and Public Health)	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590 (CS)	Assistant Engineer (Rs.15280-40510)	Dy. Executive Engineer (Rs.19050-45850)

Comparison with the post of Assistant Executive Engineer is not appropriate, since the qualifications, duties and area of supervision and jurisdiction of both the categories are different.

The Pay Revision Commission notices that parity of this category is with Assistant Engineer, with entry level qualification of Diploma in Mechanical or Automobile Engineering and it, therefore, recommends a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590 to this category, thus improved by one stage.

**3. Motor Vehicle Inspector : Rs.18030-43630**  
**No. of Posts : 261**

It is stated that this category is also testing the candidates seeking driving licenses on the tracks and maintaining safety standards and pollution controls measures in the established testing stations, test and issue of Licenses, registering of vehicles, collection of tax at checks posts, recovery of bills through the Government under RR Act. They are also performing Police duties in detecting offences committed by drivers and owners of motor vehicles under Motor Vehicles Act and Taxation and prosecute the offenders. This category constantly supervises issue of pollution control certificates, thorough check of fitness of vehicles used for VVIPs and help administration in deciding what repairs are required to be carried out in Government vehicles and whether it is time for their condemnation. The representation is that even though the categories of Motor Vehicle Inspector/Assistant Motor Vehicle Inspector are treated as "Technical Posts" on par with other Engineering Departments vide G.O.Ms.No.152, TR & B Department, dated:06.09.2003, proper weightage has not been given while assigning pay scales.

In view of the above, request is for the scale of pay of Rs.19050-45850 on par with Deputy Executive Engineer in Engineering Departments, keeping in view the technical qualification and technical/executive duties and responsibilities. The Commissioner of Transport has supported the request of the Association.

As per service rules, this category is filled in by promotion of Assistant Motor Vehicle Inspector with 3 years of service.

The following is the progression of pay scales assigned to this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Motor Vehicle Inspector, Transport Department	1550-3050	3110-6380 (one stage)	5980-12100	9285-21550 (one stage)	18030-43630 (one Stage)	Assistant Motor Vehicle Inspector (Rs.15280-40510)	Regional Transport Officer (Rs.19050-45850)
Deputy Executive Engineer, R&B	1980-3500	3640-7580 (CS)	6950-14425 (CS)	10845-25600 (one stage)	19050-45850 (CS)	Assistant Executive Engineer (Rs.16150-42590)	Executive Engineer (Rs.23650-49360)

This category is not having parity with Deputy Executive Engineer and its comparison with that post is not appropriate, as the duties and responsibilities handled are entirely different.

The Commission notices that the existing pay scale of this category is adequate and therefore, recommends a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630.

**4. Regional Transport Officer : Rs.19050-45850**  
No. of posts : 47

It is stated that this category is the head of the Transport Department in the five districts i.e., Khammam, Nalgonda, Mahaboobnagar, Vizianagaram and Prakasam District and acts as Secretary, Regional Transport Authority and discharges all functions that are discharged by the Deputy Transport Commissioners in other districts. Whereas Commercial Tax Officer, who is the head of a circle only, is assigned a higher pay scale of Rs.20680-46960 and a higher pay scale of Rs.20680-46960 is assigned to the Prohibition & Excise Superintendent who is a divisional level Officer. It is submitted that this category had parity with Regional Transport Officer, CTO, P&E Department in 1986 revision and the same disturbed in successive PRCs.

Request is for a higher pay scale of Rs.20680-46960 on par with Commercial Tax Officer of Commercial Taxes Department and Excise Superintendent of Prohibition & Excise Department.

It is further represented that Motor Vehicles Inspector is one of the feeder categories to the post of Regional Transport Officer. The pay scale of MVI (ordinary grade) is Rs.18030-43630 Special Grade Scale is Rs.19050-45850. In the instant case, the scale of next promotion post (SPP-I-RTO) and special grade scale is one and the same i.e., Rs.19050-45850, which needs to be rectified.

Association of Transport Department, Technical Officers, A.P. Hyderabad, represented that this category is also a District cadre post and is to be equated to that of Executive Engineer, which is only a divisional level post in Engineering Department. Hence, request parity with Executive Engineer in Engineering Departments and to assign the scale of Rs.23650-49360.

As per the orders issued in G.O.Ms.No.180, TR&B (TR-I) Department, dated:1.07.1994, appointment to this category is by direct recruitment and by promotion from the category of Motor Vehicle Inspector and also by transfer from the categories of Administrative Officer/S.C. Steno in A.P. Ministerial Service of Transport Department and Section Officer/Private Secretary to Secretaries to Government of the Secretariat except Finance, Law and Legislature Departments. This category is also filled in by transfer of Administrative Officer/SC Steno as per G.O.Ms.No.246, TR&B Department, dated:30.08.2007. The qualification prescribed for direct recruitment is a Degree.

The following are details of pay scales assigned to this category and comparable posts in successive pay revisions:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Regional Transport Officer (Transport Dept.)	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850 (one stage)	Motor Vehicle Inspector (Rs.18030-43630)	Dy. Transport Commissioner (Rs.23650-49360)
Commercial Tax Officer (Commercial Taxes Dept.)	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960 (one stage)	D.C.T.O. (Rs.16150-42590)	Assistant Commissioner (Rs.27000-51760)
Excise Superintendent (Prohibition and Excise Dept.)	1980-3500	3880-8140	7400-15475	10845-25600	20680-46960 (one stage)	Assistant Excise Superintendent (Rs.16150-42590)	Assistant Commissioner (Rs.27000-51760)
Deputy Collector (Land Administration Dept.)	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960 (one stage)	Tahsildar (Rs.16150-42590)	Special Grade Deputy Collector/ District Revenue Officer Rs.27000-51760)
Deputy Superintendent of Police (Police Dept.)	2150-3690	3880-8140	7400-15474	10845-25600 (one stage)	20680-46960 (one stage)	Circle Inspector (Rs.16150-42590)	Additional Superintendent of Police (Rs.27000-51760)
Executive Engineer (R&B Department)	2410-4050	4400-8700	8400-16575	13390-28500	23650-49360	Deputy Executive Engineer (Rs.19050-45850)	Superintendent Engineer (Rs.31550-53060)

This category is not having parity with Commercial Tax Officer/Excise Superintendent/ Deputy Collector/Deputy Superintendent of Police in

successive PRCs, as the duties and responsibilities are entirely different. Similarly, comparison with Executive Engineer of Engineering Department is not relevant, as the duties and responsibilities area of jurisdiction are different.

The Commission considers the existing pay scale of this category to be adequate and recommends a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850.

**5. Deputy Transport Commissioner: Rs.23650-49360**  
No. of posts : 18

It is stated that this category is head of the department at the district level, having jurisdiction of one district and some of them are having jurisdiction of 2 districts. He acts as the Secretary, Regional Transport Authority having multifarious functions. Due to reorganization of the department, the post of Assistant Transport Commissioner was abolished. Hence, this category has become feeder category to Joint Commissioner of Transport, this category and D.C, CT are 4<sup>th</sup> level Gazetted posts.

The category of Deputy Commissioner, CT & Deputy Commissioner, P&E, who are having Jurisdiction of one district, the nature of duties of this category is analogous to those of the above categories. This category was assigned a lower pay scale of Rs.23650-49360 in 2010 revision, whereas Deputy Commissioner of CT & P&E was assigned a higher pay scale of Rs.29200-53060.

It was further stated that this category and Assistant Commissioner, CT & P&E are having parity in 1978 and 1986 revisions. In subsequent revisions, the parity was disturbed. In 9<sup>th</sup> pay revision, this category was assigned a lower pay scale of Rs.23650-49360 and Assistant Commissioner, CT & P&E were assigned a higher pay scale of Rs.27000-51760.

Request is for a higher pay scale of Rs.27000-51760 on par with Assistant Commissioner of Commercial Taxes Department and Assistant Commissioner of Prohibition and Exercise Department, keeping in view of wide jurisdiction & discharging various functions.

As per the A.P. Transport Service Rules issued in G.O.Ms.No.180, TR&B (TR-I) Department, dated:1.07.1994, the Deputy Transport Commissioner is filled in by promotion of Regional Transport Officer.

The following is progression of pay scales for this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Deputy Transport Commissioner (Transport Department)	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	RTO (Rs.19050-45850)	Joint Transport Commissioner (Rs.31550-53060)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Assistant Commissioner (Commercial Taxes Department)	2410-4050	5040-8700	9600-16525	14600-29250	27000-51760	C.T.O. (Rs.20680-46960)	Deputy Commissioner (Rs.29200-53060)
Assistant Commissioner (Prohibition and Excise Department)	2410-4050	5040-8700	9600-16525	14600-29250	27000-51760	Excise Superinte ndent (Rs.20680-46960)	Deputy Commissioner (Rs.29200-53060)
Superintending Engineer (Engineering Department)	2880-4930	5770-9260	10950-17575	18035-30765	31550-53060	Executive Engineer (Rs.23650-49360)	Chief Engineer (Rs.41550-55660)

This category is not having parity with the Assistant Commissioner of Commercial Tax Department from 1993 revision onwards, since the duties & responsibilities, area of jurisdiction are entirely different. Further, this category is also not having parity with Deputy Commissioners of the above Department in successive PRCs.

However, the Commission assigns to this category a pay scale of Rs.49870-100770, corresponding to Rs.25600-50560, keeping in view of the duties and responsibilities and being head of district level office, thus improved by one stage.

**6. Administrative Officer (Formerly Superintendent) : Rs.14860-39540**  
No. of posts : 117

It is represented that the Administrative Officers are empowered and are discharging the functions of Licensing Officers under Andhra Pradesh Motor Vehicles Taxation Act and Rules. As Licensing Officers, the Administrative Officers are responsible for levy and collection of motor vehicles taxes of over Rs.500 crores annually and discharging the functions of Additional Licensing Authorities, under Rules 3(2) of Andhra Pradesh Motor Vehicles Rules. Hence, request is for a higher pay scale of Rs.15280-40510. Another request is for a higher pay scale of Rs.16150-45590 on par with Administrative Officer of other Departments i.e., Agriculture Department, Employment and Training Department. Another request is to change of nomenclature of this category as Assistant Regional Transport Officer.

This category was formerly known as Superintendent categorized as Common category in the pay scale of Rs.5000-10600 in 1999 revision and re-designated as Administrative Officer and conferred Gazetted status vide G.O.Ms.No.196, TR&B (Ser.IV) Department, dt:30.12.2004. As per service rules this category is filled by promotion from the category of Senior Assistant.



The following are the pay scales assigned for this category in successive revisions:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Administrative Officer (formerly Superintendent)	1330-2630	2600-5580	5000-10600	8385-19125	14860-39540	Senior Assistant (Rs.10900-31550)	Regional Transport Officer/ Assistant Secretary (Rs.19050-45850)

Comparison with Agriculture Officers/Horticultural Officers and MRO etc., is not valid, as the duties and responsibilities, area of supervision and jurisdiction are entirely different. Hence, Pay Revision Commission considers existing pay scale of this category to be adequate and therefore, assigns to it a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540.

### **32(b) ROADS & BUILDINGS DEPARTMENT**

The main functional role of Roads and Buildings Department is the construction and maintenance of the State Principal Road Network including National highways (on behalf of Govt. of India), State Highways and Major District Roads. Within the Roads and Buildings, there is a special wing responsible for the National highway network under Chief Engineer, who is directly responsible to the Principal Secretary. The Roads and Buildings is also vested with the responsibility for construction and Maintenance of buildings for Government Departments. There is an Architectural Wing attached to the Building Wing with a State Architect and supporting staff, responsible for preparing Building Plans needed by the Government.

1.	<b>Assistant Engineer</b>	}	:	<b>Rs.15280-40510</b>
	No. of Posts		:	1345
2.	<b>Assistant Executive Engineer</b>	}	:	<b>Rs.16150-42590</b>
	No. of Posts		:	
3.	<b>Deputy Executive Engineer</b>		:	<b>Rs.19050-45850</b>
	No. of Posts		:	466
4.	<b>Executive Engineer</b>		:	<b>Rs.23650-49360</b>
	No. of posts		:	133
5.	<b>Superintending Engineer</b>		:	<b>Rs.31550-53060</b>
	No of posts		:	37
6.	<b>Chief Engineer</b>		:	<b>Rs.41550-55660</b>
	No. of posts		:	6

It is represented that the Engineers from A.P. State Electricity Board were earlier working on deputation in R & B Department. Subsequently the R&B employees who acquired electrical qualifications were promoted in Electrical Wing and the Government has issued Service rules, for Electrical Establishment i.e. Electrical Engineers of R & B Electrical Wing. Now the Electrical Wing of R & B works under the control of Chief Engineer (R&B) Administration, but given a separate entity headed by the Chief Engineer (R&B) Electrical.

The employees are attending to the electrical works in various prestigious and Government buildings in the State such as A.P. Assembly, A.P. Secretariat, High Court and other Judicial Buildings etc. They are facing health hazards for being exposed to Electro Magnetic fields and Radiations. The Electrical works are to be attended on war footing basis round the clock in order to avoid any inconvenient to the occupants. The request is for assigning pay scales on par with A.P. Transco, Genco and Chief Electrical Inspectorate. The above Association has requested the following issues:

- To implement the recommendations of Task Force Committee.
- Enhancement of age of superannuation from 58 to 60 years.
- Requested for sanction of full pension to those who have completed 20 years of service.

- d) The Voluntary retirement may be considered after completion of 15 years' service against 20 years.

Following is progression of pay scales of similar categories of this Department and A.P. Transco, A.P. Genco and Chief Electrical Inspectorate.

<b>Designation &amp; pay scales R&amp;B Department</b>	<b>Designation &amp; pay scales in A.P. TRANSCO/A.P. GENCO (Rs.)</b>	<b>Designation &amp; pay scales in Chief Electrical Inspectorate</b>
Assistant Engineer (Rs.15280-40510)	21605-33570	No comparison
Assistant Executive Engineer (Rs.16150-42590)	22535-34820	Assistant Electrical Inspector (Rs.19050-45850)
Deputy Executive Engineer (Rs.19050-45850)	26565-42550	Deputy Electrical Inspector (Rs.20680-46960)
Executive Engineer (Rs.23650-49360)	29820-44590	Electrical Inspector (Rs.23650-49360)
Superintending Engineer (Rs.31550-53060)	32320-47680	Deputy Chief Electrical Inspector (Rs.31550-53060)
Chief Engineer (Rs.41550-55660)	38860-50770	Chief Electrical Inspector (Rs.41550-55660)

Comparison with the pay scales of A.P. Transco/Chief Electrical Inspectorate / A.P. Genco is not appropriate, as they are having different set up of establishments.

Considering the qualifications, duties and responsibilities, the Commission assigns to these categories pay scales on par with counter parts of I&CAD Department and other departments, the Commission accordingly recommends the following pay scales to these categories:

<b>Assistant Engineer</b>	<b>Rs.31460-84970 corresponding to Rs.16150-42590, improved by one stage.</b>
<b>Assistant Executive Engineer</b>	<b>Rs.37100-91450, corresponding to Rs.19050-45850, improved by two stages.</b>
<b>Deputy Executive Engineer</b>	<b>Rs.42490-96110 corresponding to Rs.21820-48160, improved by two stages.</b>
<b>Executive Engineer</b>	<b>Rs.49870-100770 corresponding to Rs.25600-50560, improved by one stage.</b>
<b>Superintending Engineer</b>	<b>Rs.66330-108330 corresponding to Rs.34050-54360, improved by one stage.</b>
<b>Chief Engineer</b>	<b>Rs.80930-110850 corresponding to Rs.41550-55660.</b>

- 7. Non-Technical Personal Assistant to Engineer-in-Chief (R&B)/ Chief Engineer** : **Rs.18030-43630**  
 No. of posts : 7

No representation has been received.

According to service rules, issued in G.O.Ms.No.103, TR & B (S.II) Department, dated.22.05.1996, this post is filled by transfer of Superintendent from the combined seniority list of Superintendents in the Office of the Engineer-in-Chief / Chief Engineer (R&B) and the Circles Offices of R&B Department and one must have passed Accounts Test for Public Works Department Officers and Subordinates.

Considering the qualifications, duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, thus improved by one stage.

- 8. Senior Architecture Assistant** : **Rs.16150-42590**  
 No. of posts : 8

It is represented that the individuals have been appointed as Senior Architectural Assistant in the O/o the Engineer-in-Chief (R&B), State Architect Wing, Errumanzil, Hyderabad through APPSC. The pay scale of this category was fixed on par with Assistant Executive Engineer, though the experience of 3 years is mandatory and also educational qualifications are B. Arch., degree which is of 5 years duration. There is a professional disparity in the pay scale of Senior Architectural Assistant and Assistant Executive Engineer, experience has not been considered in determining the pay scales.

It is requested the pay scale of Senior Architectural Assistant may be enhanced considering the qualifications and experience on par with Assistant Executive Engineer.

The following are details of pay scales assigned in successive Pay Revisions:

Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)							
Senior Architectural Asst.	800-1450	1550-3050 (one stage)	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	Draughtsman Special Grade (Rs.16150-42590)/ Draughtsman Gr-I (Rs.15280-40510)	Assistant State Architect (Rs.19050-45850)
Assistant Executive Engineer	750-1300	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	Assistant Engineer (Rs.15280-40510)	Dy. Executive Engineer (Rs.19050-45850)

According to service rules issued in G.O.Ms.No.103, TR & B (S.II) Department, dated:22.05.1996, the post is filled by direct recruitment. The qualifications for direct recruitment is must possess a Bachelor's Degree in Architecture or must be a member of Indian Institute of Architects with 3 years practical experience or must possess a National Diploma in Architecture. This post is filled by transfer of Special Grade Draughtsman and Draughtsman Grade-I. This category forms feeder category to the post of Assistant State Architect (Rs.19050-45850) which is having parity with Deputy Executive Engineer.

Keeping in view the duties and responsibilities of this category and overall parities, the Commission recommends the pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to it, thus improved by two stages.

<b>9. Assistant State Architect</b>	:	<b>Rs.19050-45850</b>
No. of posts	:	2
<b>10. Deputy State Architect</b>	:	<b>Rs.23650-49360</b>
No. of posts	:	1
<b>11. State Architect</b>	:	<b>Rs.31550-53060</b>
No. of posts	:	1

No representation.

According to Service Rules, the category of Assistant State Architect is filled by promotion from the category of Senior Architectural Assistant. The category of Deputy State Architect is filled by promotion from the category of Assistant State Architect. The category of State Architect is filled by promotion from the category of Deputy State Architect.

This category (Assistant State Architect) was in pay scales of Rs.1050-1600, Rs.1980-3500 and Rs.3640-7580 on par with Deputy Executive Engineer in 1978, 1986 and 1993 revisions. In subsequent revisions of 1999, 2005 & 2010 this category did not represent, however assigned pay scales on par with Deputy Executive Engineer. Hence this category is having parity with Deputy Executive Engineer. The Commission therefore assigns to it a pay scale of Rs.42490-96110, corresponding to Rs.21820-48160, thus improved by two stages.

The Commission notices that the remaining promotion categories of Deputy State Architect and State Architect are having parity with Executive Engineer and Superintending Engineer of other Engineering Departments in successive PRCs. Hence the Commission assigns the following pay scales.

Deputy State Architect	Rs.49870-100770 corresponding to Rs.25600-50560 on par with Engineer (improved by one stage).
State Architect	Rs.66330-108330 corresponding to Rs.34050-54360 on par with Superintending Engineer (improved by one stage).

### **32(c) PORTS DEPARTMENT**

The Ports Department conserves and maintains Intermediate Ports and Minor Ports in the State. The two intermediate ports are at Kakinada and Machalipatnam. The North Zone ports viz., ports at Bhavanapadu, Calingapatnam, Bheemunipatnam, Gangavaram, Muthyalapalem, Kakinada, Rawa and Narsapur are under the jurisdiction of Port Officer, Kakinda. The South Zone ports at Machalipatnam, Nizampatnam, Vadarevu and Krishnapatnam are under the jurisdiction of Port Officer, Machalipatnam.

The Department facilitates import and export of various commodities from hinterland and ensures safe entry and berthing of vessels for the loading and discharging of cargo. It issues necessary instruction to guide mariners and warn them of imminent dangers.

<b>1. Port Conservators</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	12

It is represented that the Port Conservator is the highest post in the main Subordinate service i.e., Main Executive performing various statutory and Non-Statutory functions and duties under Marine Acts for the operation of the port round the clock. In addition, the Port Conservator has to attend to the emergent duties during cyclones and Naval war watching Exercises as per the order of the Indian Navy from time to time.

It is submitted that the Sub-Inspectors in Police Department and this category was assigned the same pay scale of Rs.7200-16925 in 2005 revision. In 2010 revision, the Sub-Inspector of Police was given a higher scale of Rs.14860-39540, whereas this category was assigned a lower scale of Rs.12550-35800. In fact both the categories are two starred Uniformed Officers. Further the Sub-Inspector of Police was conferred Gazetted Status.

According to the service rules, issued in G.O.Ms.No.133, TR & B (Force) Department, dated:13-08-1998, (A.P. State Port Subordinate Service Rules), the post is filled by promotion from the category of Assistant Port Conservator/Wharf Supervisor, by transfer of tenure of Senior Assistants in the A.P. Ministerial Services of Port Department. One must have passed the Departmental Test by the Higher Grade and Accounts Test for Subordinate Officers Part-I. The request is therefore for a higher pay scale of Rs.14860-39540 on par with Sub-Inspectors of Police Department and also conferring the Gazetted status on par with Sub-Inspector of Police.

The following is progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Port Conservator	1100-2050/ 1150-2110 (A/RGC)	2315-4880	4430-9300 (C.S.)/ 4850-10250 (two stages)	7200-16925	12550-35800 (C.S.)	Assistant Port Conservator/ Wharf Supervisor (Rs.10900-31550)	--

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Sub-Inspectors of Police Department	1280-2440	2525-5390	4850-10250 (C.S.)	7200-16925 (C.S.)	14860-39540 (three stages)	Assistant Sub-Inspector of Police (Rs.11860-34050)	Inspector of Police (Rs.16150-42590)

The Commission notices that the duties and responsibilities, area of jurisdiction of this category and Sub-Inspector of Police are different. The Commission, however, recommends a pay scale of Rs.25140-73270, corresponding to Rs.12910-36700 (one stage improvement), to this category as it is not having any further promotional avenues and is having heavy duties and responsibilities.

Conferring Gazetted status does not come under the purview of Pay Revision Commission.

**33(a) & 34(a). SOCIAL WELFARE/B.C.WELFARE / TRIBAL WELFARE**  
**DEPARTMENT**

The Commisionerate of Social Welfare was setup with the objective of achieving educational and socio-economic development of Scheduled Castes. The Commisionerate also deals with the welfare and protection of scheduled castes. The functions of the Commisionerate are also to implement programmes of "Social Defence" like homes for orphan children, rehabilitation of Jogins and bonded labourers and pension to poor widows, provide hostels facilities and scholarships to Scheduled Caste (SC) students, Offer admissions to bright Scheduled Caste students in the Public Schools of Hyderabad.

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, reimburse tuition fees for students of Backward Classes, provide coaching facilities to eligible Backward Classes students, provide boarding and lodging facilities to children of Backward Classes.

The Commissioner of Tribal Welfare formulates, directs the process of implementation and monitors the progress of all tribal developmental programs in the State. Department is responsible for Education of Scheduled Tribes. The habitation pattern in the tribal areas has necessitated opening of Ashram Schools and these Ashram Schools are being provided with school and hostel facilities under one roof.

1.	<b>Attender</b>	:	<b>Rs.6700-20110</b>
	No. of post	:	205
2.	<b>Kamati</b>	:	<b>Rs.6700-20110</b>
	No. of post	:	
3.	<b>Watchman</b>	:	<b>Rs.6700-20110</b>
	No. of post	:	
4.	<b>Cook</b>	:	<b>Rs.6900-20680</b>
	No. of post	:	

No anomaly has been pointed out. It is requested to sanction Fixed Travelling Allowance to the Attender for those who are working in the Office of the Assistant Social welfare Officers and having jurisdiction of 5-6 mandals as this category has to serve the office circular to all offices and has to travel all the places at their own cost.

Regarding the category of Cook, request is for treating it under technical category and also for special pay for preparation of tasty food to the Hostel students in various Social Welfare Hostels. Another request is for sanction of 30 days earned leave per year, instead of 6 days for categories of Kamati/Watchman/Cook/Attender.



Another request to allow the facility of encashment of 81 days instead of 15 days per year, as they are discharging duties without availing general holidays, public holidays and festival and also requested to creation of Watchman/Kamati in each hostel.

The above issues will be dealt in the relevant chapter of Volume-I. Creation of new post does not come under the purview of this Commission.

<b>5</b>	<b>Warden/Matrons Grade-II of Social Welfare Department/ Backward Classes Welfare Department And HWO. Gr-II of Tribal Welfare Department</b>	<b>: Rs.10900-31550</b>
	<b>No. of Posts</b>	<b>: 1759</b>

It is stated that the cadres of Wardens / Matrons Gr-II / Hostel Welfare Officers working in S.W., B.C., and S.T. Hostels under the control of Social Welfare, B.C. Welfare and Tribal Welfare Departments are discharging multifarious activities without availing the second Saturdays, Sundays, Public Holidays and vacation and their cases have not been considered for higher pay scales.

It is further stated that the School Assistants of School Education Dept., with B.Ed., qualification are discharging only teaching responsibilities, are assigned a higher pay scale of Rs.14860-39540, whereas Warden Grade-II/ Matron-II/H.W.Os., Gr-II having multifarious activities i.e., hostel management/administration, teaching and enrolment of down trodden students for admission, are given pay scale of Rs.10900-31550. Hence, request is for assigning the scale of Rs.14860-39540 on par with School Assistant.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Warden/ Matron Gr-II/HWO Grade-II	1050-1975	2075-4270	3950-8150 (C.S)	6195-14175 (one stage)	10900-31550 (C.S)	Class-IV Employees in SW Hostels (Rs.6700-20110)	Warden/ Matron Gr-I/ HWO Grade-I (Rs.12550-35800)
School Asst.	1280-2440	2525-5390	4850-10250	7200-16925	14860-39540	S.G. Teacher (Rs.10900-31550)	Gazetted Head Master/ Head Mistress Gr.II (Rs.18030-43630)

According to the service rules, appointment to the post of Warden/ Matron G.II/Hostel Welfare Officer Grade-II is made by direct recruitment and by promotion from Class-IV Employees, one must have Graduation with B.Ed., Degree. This category is also filled in by transfer from any other Department /

Service. For this one must have Graduation with B.Ed., and must be working in Panchayat Raj / Municipal Administration Department or any other Local Bodies as Teacher with unblemished record of service.

This category sought parity with School Assistant in 2005 and 2010 revisions, the same was not agreed and assigned pay scales of Rs.6195-14175 (one stage) and Rs.10900-31550 (C.S.) respectively.

The Commission notices that this category is not having parity with School Assistant. However, keeping in view of qualification of Degree with B.Ed, assigns to this category a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by three stages.

- 6. Warden/Matrons Grade-I of Social Welfare Department/ Backward Classes Welfare Department and HWO. Gr-I of Tribal Welfare Department : Rs.12550-35800**  
**No. of Posts : 312**

It is stated that this category is entrusted with duties of Hostel administration of VIII to X class, consisting of 100 boarders, teaching duties and Hostel duties of boarders, acts as Drawing and Disbursement Officer and also Convener of hostel Advisory Meetings. Thus they are having both administrative and teaching duties, whereas School Assistants of Education Department are having only teaching duties. The above aspects have not been taken into consideration for determining the pay scale of this category.

It is requested to assign pay scale of Rs.18030-43630 on par with Gazetted Head Master/Head Mistress Gr-II. Another request is for pay scale of Rs.16150-42590 on par with Mandal Educational Officer.

Following is the progression of pay scales of this post and comparable posts.

Category	1986	1993	1999 (Rs.)	2005	2010	Feeder category	Promotion category
Warden/ Matron Gr-I/ HWO Gr-I	1230- 2330	2375- 5040 (one stage)	4550- 9600 (CS)	7200- 1692 5 (one stage)	12550- 35800 (CS)	Warden/ Matron Gr-II/ HWO Gr-II. (Rs.10900-31550)	Asst. Social Welfare Officer/ATWO/ ABCWO (Rs.14860- 39540)
Gazetted Head Master/ Head Mistress Gr- II	1550- 3050	3110- 6380 (one stage)	5980- 12100 (CS)	9285- 21550 (one stage)	18030- 43630 (one stage)	School Asst . (School Education Deptt.) (Rs.14860- 39540)	Dy. DEO/ Gazetted Head Master/ Head Mistress Gr. I (Rs.18030- 43630)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Mandal Educational Officer	1550-3050	3110-6380	5980-12100 (C.S.)	9285-21550 (one stage)	16150-42590	School Assistant (School Education Department) (Rs.14860-39540)	Deputy DEO/ Gazetted Head Master / Head Mistress Grade-I (Rs.18030-43630)

According to service rules, appointment to the post of Hostel Welfare Officers / Wardens / Matrons Gr-I is made by promotion from the category of Hostel Welfare Officers / Wardens / Matrons Gr-II. (i) One must have passed Secondary Grade Basic Training or Teacher Training Certificate qualification, (ii) Must pass in Accounts Test for Subordinate Officers Part-I and Part-II and Revenue Test Part-I, Paper-II (iii) Service for a period of not less than 2 years as Warden / Matron Gr-II/HWO Grade-II. These posts are feeder category to the post of Asst. Social Welfare Officer/ABCWO/ATWO.

Comparison with Mandal Educational Officer is not appropriate, as the duties and responsibilities and area of supervision are varied. Comparison with Gazetted Head Master / Head Mistress Grade-II is not appropriate, as the duties and responsibilities are entirely different. Keeping in view of duties and responsibilities of Teaching, Hostel Management and administrative in nature, the Commission assigns a pay scale of Rs.26600-77030, corresponding to Rs.13660-38570, thus benefited by two stages.

**7. Assistant Social Welfare Officer/  
Assistant Backward Class Welfare Officer/  
Assistant Tribal Welfare Officer. : Rs.14860-39540**  
No. of posts :

It is stated that the significant feature of Education and Social Welfare/B.C Welfare/Tribal Welfare Departments are related as both deal with education policy. Education Department deals with teaching of students, whereas the Welfare Departments deal with supervision, providing amenities and administration of hostel inmates. This category is in Zonal and first level Gazetted.

It is stated that Warden/Matron Gr-I/HWO Grade-I are the feeder category for the post of Asst. Social Welfare Officer/Assistant B.C. Welfare Officer/Assistant Tribal Welfare Officer and pay scale is Rs.14860-39540 which is equal to the pay scale of School Assistant. When School Assistant is promoted to Gazetted Head Master, he gets a pay scale of Rs.18030-43630. The jurisdiction of Asst. Social Welfare Officer is ranging from eight Mandals to fifteen Mandals and in case of Assistant B.C. Welfare Officers and Assistant Tribal Welfare Officers, are having a jurisdiction of one Revenue Division in some instances it varies from place to place and district to district. They have to inspect 10 to 15 hostels and other institutions including Ashram Schools and responsibility of scrutiny and sanction of pre-matric scholarships. They have to

provide dresses and essential commodities to the hostels. The nature of duties, qualifications, work load and jurisdiction of ASWO/ABCWO/ATWO are similar to the post of Dy. D.E.Os. (Education Dept.) and both posts are Gazetted. In view of the above position, the request is for pay scale of Rs.18030-43630 on par with Deputy Educational Officer.

Following is the progression of pay scales of this post and comparable posts.

Category	1986	1993	1999	2004 (A.C)	2005	2010	Feeder category	Promotion category
	(Rs.)							
ASWO/ ABCWO/AT WO	1280- 2440	2525- 5390 (one stage)	5000- 10600 (one stage)	5300- 11300 (one stage)	8385- 19125 (one stage)	14860- 39540 (C.S)	Warden/Matr on Gr-I/ HWO Gr-I (Rs.12550- 35800)	District Social Welfare Officer/ABC WO/DTWO / Asst. Director (Rs.18030- 43630)
Deputy Educational Officer	1550- 3050	3110- 6380 (one stage)	5980- 12100 (C.S)	---	10285- 24200 (two stages)	18030- 43630 (C.S)	Gazetted Head Master/ Gazetted Head Mistress Gr-II (formerly known as High School Head Mater Gr-II (Gaztt.) (Rs.18030- 43630)	District Educational Officer (Rs.21820- 48160)

The Category of Assistant Social Welfare Officer/Assistant Backward Class Welfare Officer/Assistant Tribal Welfare Officer is filled by direct recruitment or transfer of Warden Gr-I /Matron Gr-I / Hostel Welfare Officer Gr-I, for direct recruitment, one must have Bachelor Degree. It is also filled by Transfer one must have passed Account Test for Subordinate Officer Part-I and Part-II and Revenue Test Part-I, Paper-I. This category forms feeder category to the District Social Welfare Officer/District Backward Class Welfare Officer/District Tribal Welfare Officer/ Assistant Directors along with Superintendents.

This category sought parity with MPDO/MRO being 1<sup>st</sup> Gazetted post in 2010 revision, but was assigned a corresponding pay scale of Rs.14860-39540.

Comparison of Deputy Educational Officer is not appropriate, as the qualification, duties and responsibilities entrusted, level of supervision is entirely different. However, keeping in view of duties and responsibilities of teaching, hostel management and supervision assigned to this category, the

Commission assigns a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus improved by two stages.

- 8. Assistant Director/District Social Welfare Officer/District B.C. Welfare Officer/District Tribal Welfare Officer** : **Rs.18030-43630**  
 No. of post :  
**9. Deputy Director** : **Rs.21820-48160**  
 No. of post : 29

No representations have been received.

According to the Service Rules, appointment to the category of Assistant Director is by direct recruitment and also by transfer from the categories of Assistant Social Welfare Officer, Superintendents and Social Welfare Inspectors. Appointment to the categories of Deputy Director, is by promotion from the next lower category i.e., Assistant Director/ District Social Welfare Officer.

Following is the progression of pay scales of these posts.

Category	1978	1986	1993	1999	2004 (A.C)	2005	2010
	Rs.						
Assistant Director/ District Social Welfare Officer	900- 1500	1810- 3230	3310- 6840	6350- 13000	6950-14425 (one stage improvement)	10285- 24200 (C.S)	18030- 43630 (C.S.)
Deputy Director	1050- 1600	1980- 3500	3880- 8140	7400- 15475	--	12385- 27750	21820- 48160 (C.S.)

In view of the duties and responsibilities entrusted and also involvement in administrative, welfare and supervisory functions and also improvement of pay scale of feeder category i.e., Assistant Social Welfare Officer/Assistant B.C. Welfare Officer/Assistant Tribal Welfare Officer to Rs.16150-42590, the Commission assigns a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to the category of Assistant Director/District Social Welfare Officer/District Tribal Welfare Officer/District B.C. Welfare Officer, thus improved by one stage.

The Commission assigns a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360 to the category of Deputy Director of Social Welfare/Tribal Welfare /B.C. Welfare Department, thus improved by one stage.

- 10. Joint Director** : **Rs.27000-51760**  
 No. of post : 4

No representations have been received. This category is the fourth level Gazetted post and a zonal level cadre, consisting of 3-6 Districts for

supervision and inspection. This category is filled by promotion or transfer from the Deputy Director with a Bachelor Degree.

This category was in the pay scale of Rs.1400-2000 in 1978 revision and was assigned a revised pay scale of Rs.2690-4440 in 1986 revision, thus improved by one stage. The PRC 1993 assigned a corresponding pay scale of Rs.5040-8700. This category represented to 1999 revision, seeking parity with Joint Director of Employment and Training, Sericulture, Animal Husbandry and Agriculture & Co-operation Departments. The same was not agreed and observed that the categories of Joint Directors and Additional Directors of different Departments could not be tied down to a single pay scale because of varied functional responsibilities and assigned a corresponding pay scale of Rs.9600-16525. The PRC 2005 did not agree parity with Joint Director of other departments i.e., Employment and Training, School Education, College Education, Treasuries and Accounts and Labour Department and assigned a corresponding pay scale of Rs.14600-29250. Taking into consideration, the representations attached to the post of Joint Director of Social Welfare/B.C. Welfare/Tribal Welfare. The PRC 2010 assigned a revised pay scale of Rs.27000-51760, thus benefitted by one stage.

In view of the above, the Commission notices that the existing pay scale of Rs.27000-51760 is adequate and assigns corresponding scale of Rs.52590-103290.

**11. Additional Director (S.W.) : Rs.31550-53060**  
 No of Posts : 1

It is stated that the highest Gazetted non-cadre post in the department which is next to the Commissioner, Social Welfare. He is delegated with certain powers of Head of Department in discharging his duties and this category is the Head Office of the Commissionerate and has to co-ordinate with all the Heads of Department and Secretariat Departments. He has to attend important state level meetings at Secretariat and before Legislative Bodies.

It is stated that the counterparts in the following departments are drawing pay scale of Rs.34050-54360, although the responsibilities and the work load of Additional Director are much higher when compared to them.

Department	Scale of pay as per 2010 pay scale
Additional Registrar, Co-Operation	Rs.34050-54360
Additional Director, Handlooms & Textiles	Rs.34050-54360
Additional Commissioner, Transport and Commercial Taxes	Rs.37600-54360

Hence request is for a pay scale of Rs.34050-54360 and Rs.37600-54360 on par with Additional Registrar, Co-operative / Additional Director, Handlooms & Textiles and Additional Commissioner, Transport and Commercial Taxes.

Following is the progression of pay scales of this post and comparable posts.

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Additional Director (Social Welfare deptt.)	5770-9260	10950-17575 (CS)	16925-30765 (CS)	31550-53060 (one stage)	Joint Director (Rs.27000-51760)	---
Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Additional Register (Co-Operation)	6610-9820	12550-18625 (CS)	19675-30765 (CS)	34050-54360 (CS)	Joint Register (Rs.27000-51760)	---
Additional Director (Handlooms & Textiles)	6610-9820	12550-18625 (CS)	19675-30765 (CS)	34050-54360 (CS)	Joint Director (Rs.27000-51760)	---
Additional Commissioner (Transport & Commercial Taxes)	6610-9820	12550-18625 (CS)	19675-30765 (CS)	37600-54360 (CS)	Joint Commissioner (Rs.27000-51760)	---

This category is filled by promotion or transfer from the category of Joint Director with Bachelor Degree.

Keeping in view of larger jurisdiction, span of control and also commitment towards effective implementation of various departmental and welfare programmes, the Commission assigns to this category a pay scale of Rs.66330-108330, corresponding to Rs.34050-54360, thus improved by one stage. The above pay scale is also equally applicable to Additional Director of B.C. Welfare/ Tribal Welfare Departments.

### **36(a) TRIBAL WELFARE DEPARTMENT**

The Commissionerate is headed by Commissioner of Tribal Welfare at State Level, District Tribal Welfare Officer (DTWO) at District level (both in ITDA and Non-ITDA Districts). The Department is manned by the Project Officers of Integrated Tribal Development Agencies (ITDAs) in Agency Areas.

- 1. Typist : Rs.8440-24950**  
No. of posts : 69

Sri Sridhar, Typist o/o Deputy Director, Tribal Welfare Department, Seethampeta, Srikakulam District has requested to sanction time scale of Rs.10900-31550 on par with Secondary Grade Teachers / L.P. Grade-II/P.E.Ts.

The following is the progression of Pay Scales of this Post and Comparable posts:

Category	1993	1999	2005	2010	Feeder Post	Promotion Post
	Rs.					
Typist	1745 - 3420	3290 - 6550	4825 – 10845	8440- 24950	--	Senior Asst., Rs.10900-31550
Secondary Grade Teacher	1975- 4010	3750- 7650	5470- 12385	10900- 31550	--	B.Ed., Assistant Rs.14860-39540

The category of Typist comes under the purview of the A.P. Ministerial Service Rules. As per the Service Rules, this category to be filled by direct recruitment or by transfer of Record Assistant/ Roneo Operator, one must have passed Intermediate or its equivalent examination and to pass Type-writing English / Telugu Higher Grade.

Comparison with S.G.Ts/L.P.Grade-II/P.E.Ts., of School Education is not relevant, as the qualifications, duties and responsibilities are entirely different. The Typist category comes under Common Categories and therefore the same scale will be applicable.

- 2. Assistant Tribal Welfare Officer : Rs.14860-39540**  
No. of posts : 65

It is represented that Assistant Tribal Welfare Officers are working under the control of Tribal Welfare Department. As per the instructions he has to inspect all the Hostels and other institutions including Ashram Schools at least once in a month. He is responsible for verification and processing of applications for Post Metric Scholarships and receive the acquaintances of the students. Apart from that, he has to distribute dresses, note books, work books, NT books to Hostellers and day Scholars and to supply provisions, essential commodities to Government Hostels at the Hostel point / Ashram School point. He is responsible for enrolment of S.T. School going children in the schools and furnish monthly reports to the District Tribal Welfare Officers and he is the drawing and disbursement officer.



The pay scale of this category and Head Master of Ashram High School are one and the same i.e., Rs.14860-39540. Therefore they are requested to assign a higher pay scale of Rs.21820-48160 on par with District Education Officer, keeping of the above duties and responsibilities.

As per the Service Rules, the category of Assistant Tribal Welfare Officer is filled by Direct Recruitment or by transfer from Hostel Welfare Officer Gr-I (formerly known as Warden/Matron Grade-I). For direct recruitment, one must have Bachelor Degree. If it is by transfer, one must have passed Bachelor Degree along with Accounts Test for Subordinate Officers Part-I and Part-II and Revenue Test Part-I, Paper-1. This category form feeder category to District Tribal Welfare Officer / Assistant Director along with Superintendents.

Comparison of this category with the District Educational Officer is not appropriate, as the qualification, duties and responsibilities entrusted, level of supervision is entirely different. However, keeping in view of duties and responsibilities of teaching, Hostel Management and Supervision, the Commission assigns to this category a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus improved by two stages.

- |                                   |          |                         |
|-----------------------------------|----------|-------------------------|
| <b>3. Secondary Grade Teacher</b> | <b>:</b> | <b>Rs.10900 - 31550</b> |
| No. of posts                      | :        |                         |
| <b>4. School Assistant</b>        | <b>:</b> | <b>Rs.14860- 39540</b>  |
| No. of posts                      | :        |                         |
| <b>5. Panel Grade Head Master</b> | <b>:</b> | <b>Rs.18030-43630</b>   |
| No. of posts                      | :        |                         |

It is stated that in Tribal Welfare Department, teachers are working in remote and hill areas, in many of these places even road, transport, residence and medical facilities are not available. They are getting pay scales on par with S.G.T. Teachers, School Assistants and Head Masters of secondary schools of School Education Department. Teachers of Education Department have the duty time from 10.00 a.m. to 4.40 p.m. only, where as they are have to work round the clock as students are residing in Schools (Ashrams) only. Hence request is for the following pay scales:

<b>Name of the category</b>	<b>Proposed pay scale</b>
Secondary Grade Teacher	Rs.14860-39540
School Assistant	Rs.18030-43630
Panel Head Master	Rs20680-46960

Another request is to assign the pay scales on par with Teachers of A.P. Tribal Welfare Residential Education Society. However, comparison of pay scales with A.P. Tribal Welfare Residential Education Society being an autonomous organisation is not relevant.

As per service rules, the category of Secondary Grade Teacher of this department is filled by direct recruitment and one must possess Intermediate along with Teaching Training Certificate or Bachelor Degree with B.Ed. The

category of School Assistant is filled by transfer/ promotion of Secondary Grade Teachers, Language Pandits Grade-II and by direct recruitment for which one must possess Bachelor Degree with B.Ed in the relevant subject. The category of Panel Head Master is not existing in the department. However, the category of Head Master of Primary School and Deputy Head Master are prevailing in the department in the pay scale of Rs.14860-39540.

The above category of teachers are having parity with similar category of Teachers in School Education Department. Hence, the existing pay scales of these categories are considered adequate and accordingly, the corresponding scale are assigned as follows:

- |                                 |   |
|---------------------------------|---|
| (i) Secondary Grade Teacher :   | Rs.21230-63010, corresponding to Rs.10900-31550 |
| (ii) School Assistant :         | Rs.28940-78910, corresponding to Rs.14860-39540 |
| (iii) Panel Grade Head Master : | Rs.35120-87130, corresponding to Rs.18030-43630 |

### **36(c) TRIBAL WELFARE ENGINEERING DEPARTMENT**

The Tribal Welfare Engineering Department created in the year 1984 for speedy and effective execution of works undertaken in Government schemes in Tribal Areas in the State. The Engineering Sections functioning under Girijan Co-operative Corporation and Integrated Tribal Development Agencies till then have been re-organised and merged with Tribal Welfare Engineering Department by transferring all the Engineering posts along with the personnel in G.O.Ms.No.49, dated.19-03-1985. Subsequently with the increase in work load, the Department has been strengthened by additional staff in 1985 and 1987. Thus the department is having 2 Circles, 9 Divisions, 40 Sub-divisions and 128 Sections with supporting staff.

- 1. Blue Print Operator : Rs.6900-20680**  
No of Posts : 16

It is stated that the Blue Print Operator in the office of the Deputy Executive Engineer, Tribal Welfare Sub-Divisional, Sudimalla in Bhadrachalam Division was assigned lower pay scale of Rs.3950-8815 and Rs.6900-20680 in 2005 and 2010 revisions; whereas Blue Print Operators/Printing Technician of other Engineering Departments was assigned pay scales of Rs.4260-9520 and Rs.7520-22430 in 2005 and 2010 revisions. Hence, request is for a pay scale of Rs.7520-22430, duly rectifying the above anomaly.

Progression of pay scales of Blue Print Operators/ Printing Technician category in various Engineering Departments are as follows:

Name of the Engineering Department	1986	1993	1999	2005	2010
	Rs.				
I & CAD	740-1150	1425-2525	2650-4850	4260-9520	7520-22430
A.P. Engineering Research Laboratories.	740-1150	1425-2525	2650-4850	4260-9520	7520-22430
Panchayat Raj Engineering Department.	740-1150	1425-2525	2650-4850	4260-9520	7520-22430
R & B Department	740-1150	1425-2525	2650-4850	4260-9520	7520-22430
P.H. & Mpl. Engineering Dept.	740- 1150	1425-2525	2650-4850	4260-9520	7520-22430
Tribal Welfare Engineering Dept.	740-1150	1425-2525	2650- 4850	3950 – 8815	6900– 20680

The post of Blue Print Operator (Printing Technician) of this department is filled by direct recruitment or by transfer from similar category in other Engineering Department. The qualification is 10<sup>th</sup> Class along with three months practical experience in blue printing work.

The Commission notices that the category is having same qualifications of 10<sup>th</sup> class with 3 months practical experience in Blue Print work on par with Printing Technician of other Engineering Departments and having parity up to 1999 revision. Hence, the Commission assigns to this category a pay scale of Rs.14600-44870, corresponding to Rs.7520-22430, thus improved by two stages.

### **37. DEPARTMENT FOR THE WOMEN, CHILDREN, DISABLED AND SENIOR CITIZENS**

#### **37(a) WOMEN DEVELOPMENT AND CHILD WELFARE DEPARTMENT**

The functions of the department is to run institutions for the welfare of the women and children in need and to take care of the legal & 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. The Department is headed by Commissioner / Director at the state head quarters. There are six Regional Joint Directors / Regional Deputy Directors in six zones with headquarters at Visakhapatnam, Eluru, Ongole, Kurnool, Warangal and Hyderabad who are in overall supervision for implementation of various welfare programmes for women and children in their respective zones. The CDPO is incharge of implementation of all ICDS services, social and empowerment issues women and children in 3 to 4 mandals in the project area. She is assisted by 5 to 8 supervisors depending on no.of AWCS sanctioned in the project.

- |  |          |                       |
|--|----------|-----------------------|
| <b>1. Superintendent, Collegiate Girls</b> | <b>:</b> | <b>Rs.11530-33200</b> |
| <b>Home/Superintendent (Children Home)</b> |          |                       |
| No. of posts                               | :        | 81                    |

It is stated that this category is drawing Officer and a feeder category to the post of CDPO on par with Extension Officer Grade-I and Supervisors Grade-I. All the above categories including Superintendents were carrying same pay scale of Rs.4430-9300 in 1999 revision. In 2005 revision, the pay scale of Extension Officer Grade I/Supervisor Grade-I was enhanced to Rs.6675-15500 (Benefited by one stage), whereas Superintendents of Collegiate Girls Home/ Superintendent (Children Home) was assigned a pay scale of Rs.6505-15025. It is stated that in 2010 revision, the scale of pay of Extension Officer-I was enhanced to Rs.12550-35800, whereas pay scale of this category was enhanced to as Rs.11530-33200. Hence disparity has been continued. The qualification prescribed for direct recruitment of this category is graduation with B.Ed., and they are similarly situated to the Extension Officers and they are also entitled for the same benefit. Request is for a pay scale of Rs.12550-35800 on par with Extension Officer Gr-I.

According to service rules, this category is filled in by direct recruitment, one must possess a Degree with B.Ed. This category forms feeder category for the category of Child Development Project Officer (Rs.16150-42590).

Following is the progression of pay scales of this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Superintendent, Collegiate Girls/ Home Superintendent (Children Home)	1150-2110	2315-4880	4430-9300	6505-15025 (C.S)	11530-33200 (C.S)	Matron. (Rs.7960-23650)	Child Development Project Officer (Rs.16150-42590)
Extension Officer Grade-I	1150-2110	2315-4880	4430-9300	6675-15500 (one state)	12550-35800 (one stage)	Extension Officer Gr-II (formerly Supervisor Gr-I I) (Rs.9200-27000)	W&CWO/ APO/ CDPO / Addl. CDPO (Rs.16150-42590)

Keeping in view of the duties and responsibilities of this category and also being feeder category to the post of CDPO along with Extension Officer Gr-I of this Department, the Commission assigns to this category a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by two stages.

### **37(b) WELFARE OF DISABLED AND SENIOR CITIZENS**

The Disabled Welfare Department is an independent department since 1983. The Department is implementing Educational programs through residential schools, hostels and by sanctioning scholarships, to ameliorate the economic and social status of disabled etc. The department sanctions various scholarships to students studying 1-8<sup>th</sup> class, 9<sup>th</sup> and above, mentally retarded children, research scholars etc. There are 40 hostels, 10 special schools for visually disabled persons, 11 residential schools for disabled and a Junior college for hearing handicapped at Bapatla and Mahaboobnagar. Commissioner is the head of the office and is assisted by Deputy Directors, Assistant Directors and other officers and staff. In the districts, the unit office is headed by Assistant Director. The district officers provide scholarships to the disabled students, undertake economic rehabilitation activities through self employment scheme and provide aids and appliances as part of rehabilitation programme of the disabled.

#### **1. Mobility Orientation**

**Training Teacher** : **Rs.10900 - 31550**  
**No., of posts** : **7**

It is represented that the Welfare of Disabled Department is running 5 Residential Schools around the A.P. The following is progression of pay scales of Teachers in the Schools:

Sl. No.	Category	PRC – 1999 (Rs.)	PRC-2005 (Rs.)	PRC-2010 (Rs.)
1.	SGBT	4190 – 8700	6195- 14175	11860 - 34050
2.	Music Teacher	4190-8700	6195 - 14175	11860 - 34050
3.	Craft Teacher	4190-8700	6195 - 14175	11860 - 34050
4.	Mobility Orientation Training Teacher	4190-8700	6195 - 14175	10900 – 31550
5.	Physical Education Teacher	4190-8700	6195 - 14175	11860 - 34050

The category of Mobility Orientation Training Teacher is allowed a pay scale of Rs.6195-14175 on par with S.G.B. Teacher in 2005 revision and assigned a lower pay scale of Rs.10900-31550 to this category in 2010 revision, whereas S.G.B. Teacher is allowed a higher pay scale of Rs.11860-34050. Hence, it is requested to rectify the disparity and to allow the pay scale of Rs.11860-34050 on par the S.G.B. Teacher. The following is progression of pay scales of this category and S.G.B. Teacher.

Sl. No.	Category	PRC-1999	PRC-2005	PRC-2010
		(Rs.)		
1.	Mobility Orientation Training Teacher	4190– 8700	6195-14175	10900– 31550 (C.S.)
2.	Secondary Grade Basic Training Teacher	4190– 8700	6195 – 14175	11860 – 34050 (two Stages)

As per service rules this category is filled by direct recruitment, one must possess Intermediate with Training Certificate in Orientation & Mobility.

This category did not represent to the earlier Pay Revision Commissions. The Category of Mobility orientation Training Teacher and Secondary Grade Basic Training Teacher had drawn the same pay scales upto 2005. In 2010 revision, Secondary Grade Basic Training Teacher (SGBT) was improved by two stages and assigned Rs.11860–34050, whereas this category was allowed the corresponding pay scale of Rs.10900-31550.

In view of above position, the Commission assigns to this category a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050, thus improved by two stages. The categories of Physical Education Teacher, Music Teacher/Craft Instructor/Audiologist cum speech therapist, HSC Teacher/Drawing Teacher are also having parity with S.G.B. Teacher and therefore, the Commission assigns a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050 to these categories as well.

<b>2. Trained Graduate Teacher</b>	<b>:</b>	<b>Rs.16150-42590</b>
No., of posts	:	71
<b>3. Post Graduate Teacher</b>	<b>:</b>	<b>Rs.18030-43630</b>
No., of posts	:	29

It is represented that in 2010 revision, the Trained Graduate Teacher is assigned a revised pay scale of Rs.16150-42590 and Post Graduate Teacher is assigned a revised pay scale of Rs.18030-43630.

Submitted that as per Automatic Advancement Scheme, the Special Grade and Special Promotion post scale-I (A) for the category of Trained Graduate Teacher is one and the same i.e., Rs.18030-43630. Similarly, for P.G. Teacher, the Special Grade post scale of Rs.19050-45850 and the same needs to revised as an equivalent to that of next higher post of Rs.21820-48160. Hence, it is requested to rectify anomaly in Automatic Advancement Scheme.

Further stated that the Teachers working in the Residential Schools under the Welfare of the Disabled Welfare Department (Blind & Deaf Children) have to complete additional one year Diploma than the normal Residential School Teachers & Education Department Teachers. As they are having more arduous duties than Teacher of School Education. Hence, it is requested to assign the higher pay scale of Rs.18030–43630 to the Trained Graduate Teacher and Rs.19050-45850 to the P.G. Teacher.

As per the service rules issued in G.O.Ms.No.25, WD&CD and Labour Department, dt:15-03-1990, the category of Trained Graduate Teacher is filled in by direct recruitment and also by promotion from Second Grade Basic Training Teacher. For direct recruitment, one must possess a Bachelor Degree and B.Ed., with one year teacher training certificate in teaching visually handicapped/ hearing handicapped children. In case of promotion from SGBT Teacher, one must possess a degree with B.Ed., and three years of service is required. This category forms feeder category to the post of P.G. Teacher (Rs.18030-43630).

The category of Post Graduate teacher is filled in by promotion from Trained Graduate Teacher, for which one must possess a P.G. degree in the concerned subject. This category forms feeder category to the post of Principal (Rs.21820-48160).

The Following are the pay scales assigned to Trained Graduate Teacher and Post Graduate Teacher in successive Pay Revisions:

Category	1993	1999	2005	2010	Feeder Post	Promotion Post	Special Grade	SPP.I (1 <sup>st</sup> Level Promotion Post)
(Rs.)								
Trained Graduate Teacher	2930-5960	5640-11300	8385-19125	16150-42590	SGBT Teacher (11860-34050)	P.G. Teacher (Rs.18030-43630)	18030-43630	18030-43630
Post Graduate Teacher	3110-6380	5980-12100	9285-21550	18030-43630	Trained Graduate Teacher (Rs.18030-43630)	Principal (Rs.21820-48160)	19050-45850	21820-48160

The commission notices that the pay scale of Trained Graduate Teacher is adequate, and assigns a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590. The Commission assigns a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 for the category of "Post Graduate Teacher", thus benefitted by one stage.

The aspect of special pay will be dealt with in the relevant chapters of volume – I of the report.

**4. Physical Director** : **Rs.18030-43630**  
 No. of posts : 1

It is represented that this category is created vide G.O.Ms.No.13, Women Development and Child Welfare Department, dated.17.01.1992. This category is not having promotional avenues and is drawing a pay scale of Rs.18030-43630 on par with Assistant Director. This category is not fully benefitted by Automatic Advancement Scheme. It is also stated that the responsibilities and work load of the Physical Director of the department is more than the Physical Directors of other departments and he has been serving for the past 30 years. Hence, request is for up gradation of this category as Deputy Director (Sports).

As per service rules, this category is filled in by transfer of Physical Education Teacher and one must possess P.G. Degree in Physical Education. This category was assigned pay scale of Rs.1810-3230 in 1986 and Rs.3310-6840 in 1993 revision and Rs.6350-13000 in 1999 revision. This category was in the pay scales of Rs.10285-24200 and Rs.18030-43630 in 2005 and 2010 revisions.



Hence, the Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630.

<b>5. Principal</b>	:	<b>Rs.21820-48160</b>
No. of posts	:	11

No anomaly has been pointed out.

This category is filled by direct recruitment (50%) and must possess Master Degree in any subject with a degree in Education and must have undergone training in the Education of Visually Handicapped for a period of one year or an equivalent qualification. This category is also filled by promotion of Trained Graduate Teachers working in Residential for Visually Handicapped or Hearing Handicapped or Head Master.

This category was in the pay scales of Rs.4140-8140, Rs.7900-15475 and Rs.11755-26300 in 1993, 1999 and 2005 revisions. The PRC 2010 assigned a revised pay scale of Rs.21820-48160 (benefitted by one stage), keeping in view of the arduous nature of work.

In view of the above position, the Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.42490-96110, corresponding to Rs.21820-48160.

<b>6. Deputy Director</b>	:	<b>Rs.21820 – 48160</b>
No. of posts	:	1

It is represented that this category is promotion post to Principals of Residential Schools and has been drawing higher pay scales upto 2005 revision. In 2010 revision, a pay scale of Rs.21820-48160 was assigned both for this category and feeder category i.e., Principals of Residential schools for visually handicapped or Hearing Handicapped.

This category is also a State Level Post like Director of Juvenile Welfare dealing with various act for welfare of Handicapped, monitoring and supervision of schemes meant of Persons with Disabilities, Parents and Senior Citizens, Drug Addiction in all 23 districts and also conducting of inspections of NGOs in 23 districts, implementing various schemes meant for disabled, like, special schools, vocational training centers, Old age homes, Day care centers, De-addiction Programmes, etc. Hence, request is for a higher pay scale of Rs.25600-50560 on par with Deputy Directors in Juvenile Welfare Department.

As per service rules issued in G.O.Ms.No.13, WD&CW and Labour Department, dt:17.01.1992, this category is filled by promotion from Principal Residential school for visually handicapped or hearing handicapped and it is also filled by transfer on tenure of an officer of equivalent or comparable rank of any other departments of Employment and Training, Industries, Co-operation, Social Welfare, Women and Child Welfare, Information and Public

Relations and Education Department. One must possess a Masters degree in any subject with B.Ed., and also have undergone training in the education of visually handicapped or hearing handicapped. This category is also filled in by promotion from the category of Assistant Director, one must possess a Master Degree in Sociology and Social Work or Psychology.

The following are progression of pay scales to this category and comparable post.

Categories	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.					
Deputy Director	4400-8700	8400-16525	12385-27750	21820-48160 (C.S.)	Principal of Residential school for Visually handicapped or hearing handicapped (Rs.21820-48160)/Asst. Director (Rs.18030-43630)	---
Principal of Residential school for Visually handicapped or hearing handicapped	4140-8140	7900-15475	11755-26300	21820-48160 (one stage)	P.G. Teacher (Rs.18030-43630)	Deputy Director (Rs.21820-48160)
Deputy Director of Correctional Services	4400-8700	8400-16525	12385-27750	25600-50560	Superintendent of Homes/Assistant Chief Probation Superintendent/Regional Inspector of Probation (Rs.19050-45850)	Joint Director of Correctional Services (Rs.27000-51760)

This category did not represent to the earlier PRCs.

As seen from the above, this category has been drawing higher pay scales, when compared feeder category i.e., Principal. In 2010 revision, both the feeder category and promotion category is assigned the pay scale of Rs.21820-48120, thus creates anomalous situation.

Comparison with Deputy Director of Juvenile Welfare and Correctional Services is not appropriate, as the qualifications, duties and responsibilities, level of supervision is different.

In view of the above, Commission assigns to this category a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

### **37(c) JUVENILE WELFARE AND CORRECTIONAL SERVICES**

The Department of Juvenile Welfare was separated from Jails Department on 10.4.1990 for extending specialized treatment to neglected and delinquent juveniles. The Correctional services were transferred from Jail Department in 1995 and the Welfare of Street Children was added to the department 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 provide food, clothes, education etc., under 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 Home and Children Guidance Bureau under the control of the department for taking care of the neglected and delinquent Juveniles. The Department is headed by a Commissioner assisted by Joint Directors, Deputy Directors, and Chief Probationary Superintendents and other ministerial staff.

**1. Supervisor/Matron Grade-II : Rs.7960-23650**  
**No. of posts : 167**

It is represented that the categories of Supervisor/Matron Grade-II was allowed equal pay scales up to 1978 revision on par with Police Constables. From 1986 onwards, their pay scale have been lowered when compared to Police personnel. It is stated that they are discharging duties which are similar to Police Constables and are expected to attend to their duties all the 24 hours of the Day and all 7 days of the week, to take care of street children. They have to attend to correctional service of destitute children and young children who commit minor crimes. Hence, the request is for assigning a higher pay scale of Rs.8440-24950 on par with Police Constable of Police Department.

Following is the progression of pay scales of this post and comparable post.

Category	1978	1986	1993	1999	2004 (A.C)	2005	2010	Feeder category	Promotion category
	(Rs.)								
Supervisor/ Matron Grade-II	350- 550	780- 1275	1475- 2675	2750- 5150	2870- 5470	4595- 10285 (Two stages)	7960- 23650 (C.S)	Attender (Rs.6700- 20110)	Head Supervisor/ Matron Gr-I (Rs.10020- 29200)
Police Constable	350- 550	810- 1420 (Two stages)	1595- 3020 (C.S)	2990- 5810 (C.S)	-----	4825- 10845 (Two stages)	8440- 24950 (C.S)	-----	Head Constable (Rs.10900- 31550)

Appointment to the post of Matron Grade-II is by direct recruitment and by transfer of Attender of A.P. Last Grade Service in the Jails Department, one must have passed S.S.C. or Metric, must be atleast 1.525 c.ms in height and 45.5 kg's in weight and must have put in 5 years of service in the feeder category.

Appointment to the post of Supervisor is by direct recruitment and by transfer of Attender in the A.P. Last Grade Service in the Jails Department. One must have passed S.S.C. and must be atleast 1.67 meters in height. He must also have atleast 86.3 meters round the chest on full inspiration with a minimum expansion of 5 cms.

In PRC 2010, keeping the qualifications, duties and responsibilities, the Commission assigned the revised scale of Rs.7960-23650 to the Supervisor and Matron Gr. II.

In view of the above position, comparison with Constable of Police Department is not relevant, as the duties and responsibilities are varied. The Commission notices that the existing scale is adequate and assigns a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650.

**2. Head Supervisor/ Matron Grade-I : Rs.10020-29200**  
**No. of posts : 30**

It is represented that the categories of Head Supervisor / Matron Grade-I was allowed equal pay scales up to 1978 on par with police personnel i.e., Head Constable. From 1986 onwards, their pay scales have been lowered in when compared with Police personnel.

It is stated that they are discharging duties which are similar to Head Police Constables of Police Department and they are expected to attend to their duties all the 24 hours of the Day and all 7 days of the week, to take care of street children and have also to attend to correctional service of destitute children and young children who commit minor crimes. Hence, the request is for assigning a higher pay scale of Rs.10900-31550 on par with Head Constable of Police Department.

Following is the progression of pay scales of this post and comparable posts.

Category	1978	1986	1993	1999	2004 (A.C)	2005	2010	Feeder category	Promotion category
	(Rs.)								
Head Supervisor of this Department	425-650	810-1420 / 860-1470 (A.C)	1665-3200	3130 - 6150	3550 - 7150	5200-11755 (C.S)	10020-29200 (two stages)	Supervisor/ Matron Gr-II (Rs.7960-23650)	Junior House Master/ House Mother (Rs.11530-33200)
Matron Grade-I of this Department	410-625	950-1670 (EI) / 910-1625 (others)	1665-3200	3130 - 6150	3550 – 7150	5200-11755	10020-29200 (two stages)	Supervisor/ Matron Grade-II (Rs.7960-23650)	Junior House Master/ House Mother (Rs.11530-33200)
Head Constable ( Police Department)	425-650	1010-1800 (four stages)	1975-4010 (one stage)	3750-7650 (C.S)	----	5470-12385 (C.S)	10900-31550 (two stages)	Police Constable (Rs.8440-24950)	Assistant Sub Inspector (Rs.11860-34050)

Appointment to the post of Matron Grade-I is by direct recruitment and by promotion of Matron Grade-II. If no qualified or suitable Matron Gr-II is available by promotion, then the appointment can be made by direct recruitment, one must have passed S.S.C. or Metric, must be at least 1.525 meters in height and 45.5 kgs weight and must have put in 5 years of service in the feeder category.

Appointment to the post of Head Supervisor is by promotion from Supervisor and if there are no qualified or suitable candidates by direct recruitment. One must have passed S.S.C. or Metric and must be at least 1.67 meters, should have at least 86.3 meters round the chest on full inspiration with a minimum expansion of 5 cms.

The request for equal with Police Department was made to PRC 2005. The PRC did not accept parity with Police Department. Considering the duties and responsibilities and the improvements made by the Anomalies Committee 2004, the Commission recommended the corresponding pay scale of Rs.5200-11755 for the category of Matron Grade-I / Head Supervisor. Hence, the above categories are having parity with Head Warder of Prisons Department.

The PRC 2010 has assigned a pay scale of Rs.10020-29200 to the category of Head Supervisor /Matron Grade-I, which is the corresponding Scale of Rs.5750-13030 i.e., two stages improvement.

Comparison with Head Constable of Police Department is not relevant, as duties and responsibilities are varied. The Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.19500-58330, corresponding to Rs.10020-29200.

<b>3.</b>	<b>House Mother</b>	<b>:</b>	<b>Rs.11530-33200</b>
	No. of posts	:	3

No anomaly has been pointed out.

This category is filled in by promotion from the category of Matron Gr-I and one should possess a pass in Intermediate and forms feeder category to the post of Superintendent, Child Guidance Bureau, who are in the existing scale of Rs.12550-35800. This category was in the pay scale of Rs.5200-11755 in 2005 revision and PRC 2010 noticed that both the feeder category i.e., House Mother and promotion category i.e., Matron Gr-I were in the same scale of Rs.5200-11755. Keeping in the above position, PRC 2010 assigned a pay scale of Rs.11530-33200, thus benefited by 4 stages.

In view of the above, the Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200.

**4. District Probation Officer, Grade-II / : Rs.13660-38570  
Intake Probation Officer**

No. of posts : 40

It is represented that the categories of District Probation officer Grade – II / Intake Probation Officer functions at Head Quarters of Revenue Division covering 9-12 Revenue Mandal and at observation homes set up for 2-3 districts. The above categories are inter transferable and drawing same scale of pay. Further stated that the Senior Assistant is the feeder category for the post of District Probation Officer Gr-II and Office Superintendent. The post of Senior Assistant is having same promotion channel but the persons who opt for Office Superintendent, are more benefitted than the persons, who opt for District Probation Officer Gr-II. Since inception of the department (and even when their department was with Prisons Dept.) the posts of Dist., Probation Officer, Gr-II/Intake Probation Officer and Office Superintendent were carrying identical pay scales up to 2005 Revision. Hence request is for a pay scale of Rs.14860-39540 on par with Superintendent.

This category was part of Probation Wing in the Prisons Department. As a result of reorganization this category has been brought into Juvenile Welfare Department. As per the service rules, the appointment to the post of District Probation Officer Gr-II/ Intake Probation Officer is by direct recruitment and by promotion from the category of Senior House Master and also by transfer of Senior Assistant of Andhra Pradesh Ministerial services in the Jails Department. Regarding direct recruitment one must possess a Bachelor's Degree in Social Work or Psychology or any graduation with M.A., in Social Work or Psychology or M.A. with Specialization in Criminology or Correctional Administration. Regarding by method of transfer / promotion, one must possess a Bachelors Degree. The category forms feeder category to the post of District Probation Officer Grade-I.

Following is the progression of the pay scales of this category and comparable post:

Category	1986	1993	1999 (Rs.)	2005	2010	Feeder category	Promotion category
District Probation Officer, Grade-II / Intake Probation Officer	1330-2630 (one stage)	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	13660-38570 (CS)	Sr. House Master (Rs.12550-35800)/ Senior Asst. (Rs.10900-31550)	District Probation Officer Gr-I (Rs.14860-39540)
Office Superintendents	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Assistant (10900-31550)	----

Keeping in view of the qualifications, training, touring involved in the performance of duties, the commission assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to this category, thus improved by one stage.

**5. District Probation Officer, Grade-I / : Rs.14860-39540**  
**Deputy Superintendent/Case worker**  
 No. of posts : 53

It is represented that the post of Probation Officer, Grade-I / Deputy Superintendent/ Case worker are the 1<sup>st</sup> level Gazetted posts in the department. The District Probation Officer, Gr-I functions from District Headquarters having jurisdiction of 12-15 Revenue Mandals and in some places they cover entire district. The Deputy Superintendents / Case Workers, who are equivalent to DPO Gr-I function from children Homes / Special Homes/ Girls Homes set up for a group districts/region.

It is stated that the Child Development Project Officer being 1<sup>st</sup> level Gazetted like District Probation officer Grade-I have the jurisdiction of only one or two Revenue Mandals, whereas this category has the jurisdiction of 10-15 Revenue Mandals and in some places entire District. This category has to perform extensive tours and to submit reports to the Courts/Boards/ Committees. The Probation Officers are not provided with any facilities of vehicles like the CDPOs. This category has to co-ordinate with all departments of Judiciary, Prisons, Labour, Women & Child Welfare. The Deputy Superintendent/ Case Worker, who works in the Homes, have vast jurisdiction of 4-6 districts. Thus, the above categories are having more duties, responsibilities, jurisdiction. Hence, request is for a higher pay scale of Rs.16150-42590 on par with Chief Development and Project Officer.

Appointment to this category including Deputy Superintendent, Case Worker is by transfer of District Probationary Officer Grade-II, Assistant Superintendent of Juvenile Home for Girls and Assistant Superintendent of Observation Home for girls in the Andhra Pradesh Correctional Subordinate Services. This category of District Probationary Officer Grade-I was part of Prisons Department. After reorganization this came to be part of Juvenile Welfare Department.

According to the service rules, this post is filled in by Transfer from the category of DPO Gr.II, Assistant Superintendent of Juvenile home for girls and Assistant Superintendent of Observation home for girls in the A.P. Correctional Subordinate Service.

Following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
District Probation Officer, Gr-I/ Dy. Superintendent/ Case Worker	1380-2750	2930-5960 (two stages)	5640-11300 (CS)	8385-19125 (CS)	14860-39540 (CS)	District Probation Officer, Gr-II / Intake Probation Officer (Rs.13660-38570)	Regional Inspector of Probation/ Superintendent of homes/ Assistant chief Probation Superintendent (Rs.19050-45850)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Child Development Project Officer (CDPO)	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	Extension Officer Gr-I (Supervisor) (Rs.12550-35800)/ Superintendent (Rs.14860-39540)	Assistant Director (Rs.18030-43630)

Comparison with CDPO is not valid, as the duties and responsibilities are varying. Keeping in view of the nature of duties of this category which includes Juvenile justice, Child Welfare probation of offenders etc., the Commission assigns to this category a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus benefited by two stages.

#### **6. Superintendent of Home /**

**Regional Inspector of Probation / Assistant chief Probation Superintendent** : **Rs.19050-45850**

No. of posts : 42

It is represented that the category of Superintendent of home / Regional Inspector of Probation / Assistant chief Probation Superintendent are in-charge of 4-6 districts in implementation of JJ Act & PO Act. Hence, the request is for assigning a higher pay scale of Rs.21820-48160 on par with Deputy Director of Women Development & Child Welfare Department.

Further, they requested to allow the Additional HRA for Superintendent of Homes/ Assistant Chief Probation Superintendents as they have to conduct surprise visits to the Homes during nights. The JJ Act provides for rent free quarters for them. Since there are no quarters available request is to provide Additional HRA for the Officers working in the Homes.

As per the service rules the appointment to the Regional Inspector of Probation including Superintendent of Homes/ Assistant Chief Probation Superintendent is made by promotion from the category of District Probationary Officer Gr-I including Case Worker / Deputy Superintendent, Deputy Superintendent Child Guidance Bureau.

This category sought parity with Excise Superintendent and Deputy Director of Social Welfare in 2005 revision and same was not agreed and assigned a corresponding pay scale of Rs.10285-24200. In PRC 2010 has assigned to this category the pay scale on par with Deputy Superintendent of Jails of Rs.19050-45850.



Following are the progressions of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Superintendent of home/Regional Inspector of Probation/ Assistant chief Probation Superintendent	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	District Probationary Officer Gr-I including Case Worker / Deputy Superintendent of Homes (Rs.14860-39540)	Chief Probation Superintendent (Rs.25600-50560)
Deputy Director of Women Development & Child Welfare Department	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Assistant Director (Rs.18030-43630)	Joint Director (Rs.25600-50560)

The category of Deputy Director have been drawing higher pay scales in the earlier PRCs when compared to above categories. Comparison of the two categories is not appropriate, as the duties and responsibilities are entirely different. The Commission considers existing pay scale of this category to be adequate and assigns to it the pay scale of Rs.37100-91450, corresponding to Rs.19050-45850.

### **38. YOUTH ADVANCEMENT TOURISM AND CULTURE DEPARMENT**

#### **38(a) CULTURAL AFFAIRS DEPARTMENT**

Government of Andhra Pradesh has given prominent role for cultural development. Culture is specific to Andhra Pradesh. It is historic dates back to pre-historic details which can be reflected through various caves available in Andhra Pradesh like borra, belun etc., Andhra Pradesh is having different kinds of folk art forms. In order to have unified and focused attention to these cultural diversities, government of Andhra Pradesh has established Department of Culture in 1981. The main objectives of the department are administration of government colleges/schools of music and dance in the state, 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 etc., construction of auditoria in the state. Promotion and propogation of telugu culture outside the state by providing annual grant to organisations outside the state, conduct of cultural programmes, state functions, festivals and programmes in collaboration with zonal centres like south zone cultural centre and south central zone cultural centre, administration of Ravindra Bharathi and Telugu Lalitha Kala Thoranam. Conduct of theatre workshop for promotion of telugu drama, documentation of programmes and dying art forms, Preparation of statues, etc.

- 1. Assistant Lecturer  
Government College of  
Music and Dance : Rs.14860-39540  
No. of posts : 51**

No specific anomaly has been drawn. However, request is to assign a higher pay scale of Rs.15280-40150.

As per service rules, issued in G.O.Ms.No.170, YAT&C Department, dt.28.08.2002, the category of Assistant Lecturer Government College of Music and Dance is filled by direct recruitment, one must possess a Bachelor's Degree in the relevant branch of Music or Pass 10<sup>th</sup> Class Examination with Diploma in Relevant Branch of Music. This category is also filled by promotion from Gayak Assistant.

This category was in the pay scale of Rs.1380-2750 in 1986 revision. The PRC 1993 assigned a corresponding scale of Rs.2750-5960. This category did not represent to 1999, 2005 and 2010 pay revisions, however corresponding scales of Rs.5300-11300, Rs.8385-19125 and Rs.14860-39540 were assigned respectively.

Keeping in view of duties and responsibilities, qualifications, the Commission assigns to this category a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, thus benefited by one stage.

<b>2. Lecturer, Govt., College of Music &amp; Dance</b>	:	<b>Rs. 16150-42590</b>
No. of posts	:	51

No specific anomaly has been drawn. However request is to assign a higher pay scale of Rs. 18030-43630.

As per service rules, issued in G.O.Ms.No. 170, YAT & C Dept., dt.28.08.2002, the category of Lecturer, Government College of Music and Dance is filled by Promotion from Assistant Lecturer of Music & Dance and Gayak Assistants. One must possess a Bachelor's Degree in the relevant Branch of Music or must have passed 'X' Class with a diploma in the relevant branch of music.

This category was in the pay scale of Rs.900-1500 in 1978 revision and assigned pay scale of Rs.1810-3230 in 1986 revision, thus benefited by one stage. The PRC 1993 assigned a corresponding scale of Rs.3310-6840. This category did not represent to 1999, 2005 and 2010 pay revisions, however corresponding scales of Rs.6350-13000, Rs.9285-21550 and Rs.16150-42590 were assigned respectively.

Keeping in view of duties and responsibilities, qualifications, the Commission assigns a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus benefited by one stage.

<b>3. Principal, Govt., School of Music &amp; Dance</b>	:	<b>Rs.18030-43630</b>
No. of posts	:	5

No specific anomaly has been drawn, the request is to assign a higher pay scale of Rs.21820-48160.

As per service rules issued in G.O.Ms.No.28, EG&YS Department, dated.19.03.1990, the category of Principal, Government School of Music & Dance is filled by Promotion from Lecturer, Government College / School of Music & Dance.

This category was in the pay scale of Rs.1050-1600 in 1978 revision and was assigned a revised pay scale of Rs.1980-3500 in 1986 revision, thus benefited by one stage. The PRC 1993 assigned a corresponding scale of Rs.3640-7580. This category did not represent to 1999, 2005 and 2010 pay revisions, however corresponding scales of Rs.6950-14425, Rs.10285-24200 and Rs.18030-43630 were assigned respectively.

Keeping in view of duties, responsibilities, qualifications and the increase proposed for the feeder category, the Commission assigns a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960 to this category, thus benefited by two stages.

<b>4. Principal, Govt., College of Music &amp; Dance</b>	:	<b>Rs.21820-48160</b>
No. of posts	:	7

No specific anomaly has been drawn, however request is to assign a higher pay scale of Rs.23650-49360.

As per service rules issued in G.O.Ms.No.28, EG&YS Department, dated. 19.03.1990, the category of Principal, Government College of Music & Dance is filled by promotion from Principal, Government Schools for Music and Dance.

This category was in the pay scale of Rs.1300–1900 in 1978 revision and assigned a revised pay scale of Rs.2410-4050 in 1986 revision, thus benefited by one stage. The PRC 1993 assigned a corresponding scale of Rs.4400-8700. This category did not represent to 1999, 2005 and 2010 pay revisions. However corresponding scales of Rs.8400–16525, Rs.12385–27750 and Rs.21820–48160 were assigned.

Keeping in view of duties, responsibilities, qualifications and the increase proposed for the feeder category, the Commission assigns a pay scale of Rs.46060-98440, corresponding to Rs.23650–49360 to this category, thus benefited by one stage.

### **38(b) ARCHAEOLOGY AND MUSEUMS DEPARTMENT**

The department is headed by a Director, presently a Cadre Officer. There are eight wings in the Directorate namely Excavation Wing, which is headed by Chief Technical Officer; Epigraphy Wing, headed by Chief Epigraphical Officer; Museums Wing, headed by Chief Museums Officer; Conservation and S.S.P. Wing headed by Archaeological Engineer; Publication Wing headed by Assistant Director (Epigraphy-Publication); Research and Training Wing, headed by Research & Training Officer; Polavaram Project Wing, headed by Chief Technical Officer (Projects) and Administrative Wing, headed by Chief Administrative Officer. The department's work at the district level is looked after by two Assistant Directors, six Registering Officers and one Curator each of whom covers 2/3 districts. These Officers are in turn assisted by one Technical Assistant or Assistant in Epigraphy and also by other ministerial staff.

**1. Keeper of Estampages : Rs.9460-27700**  
**No. of posts : 01**

It is stated that this category is filled by promotion of Estampage Taker. The main duties of this category are to maintain Estampages year wise, district wise, to maintain section stores and related registers and supervise the work of Estampage Taker. Further, this category is not having any promotional avenues. The incumbent has acquired graduation of M.A., and completed nearly 19 years of service in the same category. Hence, it is requested to amend service rules in G.O.Ms.No.258, Education (CE.I) Department dated.9.10.1999, so as to provide promotional channel to the post of Technical Assistant. Another request is to assign a pay scale of Rs.16150-42590 on par with Technical Assistant. This category is filled by promotion of Estampage Keeper.

The following is the progression of this post and comparable post.

Category	1986	1993	1999	2005	2010	Qualifications	Feeder Post	Promotion Post
	Rs.							
Keeper Estampages	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700 (CS)	By promotion from the category of Estampage Taker	Estampage Taker (Rs.7520-22430)	--
Technical Assistant of this Department	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	16150-42590 (three stages)	By direct recruitment, a first or second class Post Graduate Degree in Archaeology or History or Indology or Anthropology or Museology or Sanskrit or Persian.	--	Asst. Director (Technical) (Rs.19050-45850)

This category was in the pay scale of Rs.1010-1800 in 1986 revision and represented to PRC 1993, seeking parity with Senior Assistant, the same was not agreed. Considering the qualifications of B.A. degree with two years of experience, duties and responsibilities, the PRC assigned a revised pay scale of Rs.1975-4010, thus improved by one stage. This category did not represent to 1999, 2005 and 2010 revisions, however, corresponding pay scales of Rs.3750-7650, Rs.5470-12385 and Rs.9460-27700 was assigned.

The Commission notices that this category is solitary post, without any promotional avenues, assigns a pay scale of Rs.21230-63010, corresponding to Rs.10900-31550, thus benefitted by two stages.

<b>2. Office Assistant</b>	:	<b>Rs.13660-38570</b>
No. of posts	:	02

It is represented that the category of Office Assistant was on par with Superintendent in successive PRCs and also assigned pay scales on par with Superintendent up to 2005 revision. The same parity is disturbed and allowed a pay scale of Rs.13660-38570 in 2010 revision, whereas Superintendent is assigned a higher pay scale of Rs.14860-39540. Hence request is for restoring the earlier parity.

This category belongs to A. P. Ministerial Service Rules and filled by promotion from the category of Senior Assistant and one must possess a Degree. This category is equivalent to Superintendent and classified as category-I of class A of A. P. Ministerial Service Rules, 1998.

The Commission notices that this category is having a parity with Superintendent upto 2005 and the same parity was disturbed in 2010 revision. The Commission therefore, assigns a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 to this category on par with Superintendent and thus restore the earlier parity.

<b>3. Technical Assistant</b>	:	<b>Rs.16150-42590</b>
No of posts	:	32

It is requested to assign the pay scale of Rs.18030-43630 on par with Junior Lecturer, since both the categories are having P.G. qualifications.

As per the service Rules, this category is filled in by direct recruitment, one must possess a First or Second class Post Graduate Degree in Archaeology or History or Indology or Anthropology or Museology or Sanskrit or Persian. This category forms feeder category to the post of Assistant Director (Technical) (Rs.19050-45850).

This category represented to PRC 2010, seeking parity with Assistant Staphathy, Draughtsman and Conservation Assistant of this Department and the same was not agreed and assigned a revised pay of Rs.16150-42590, thus benefitted by three stages.

Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion Post
	(Rs.)						
Technical Assistant	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	16150-42590 (three stages)	--	Asst. Director (Technical) (Rs.19050-45850)
Junior Lecturer	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	18030-43630 (one stage)	School Assistant, Language Pandits including Hindi Pandits and Munshis Gr.I and Non- Teaching staff of Education Department (Rs.14860-39540)	Principal Junior College (Rs.21820-48160)

In view of the above position, comparison with Junior Lecturer is not appropriate, as the duties & responsibilities are entirely different. The Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590.

### **38(d) NATIONAL CADET CORPS DEPARTMENT**

<b>1. Superintendent</b>	<b>:</b>	<b>Rs.13660-38570</b>
No. of posts	:	92

The Director of NCC has stated that the 3 Superintendent posts being authorized to this NCC Directorate (AP) are highly responsible to deal with the entire administrative and establishment matters of the civilian employees throughout the State. As such, the up-gradation of the 3 Superintendent posts as Assistant Administrative Officer in Directorate (HOD) is indispensable and requested to confer the Gazetted Status to the above categories by changing the nomenclature of the post as "Assistant Administrative officer" without any change in their pay scale i.e., without any financial burden on the State Government. It will facilitate for smooth functioning of entire administration and also in the interest of this organization.

This category was in the pay scale of Rs.700-1200 in 1978 revision and assigned a pay scale of Rs.1330-2630 in 1986 revision on par with Superintendents under common category, governed by A.P. Ministerial Service Rules and classified as Class-I and equivalent to Superintendent. This category is having parity with Superintendents under common category in successive PRCs upto 2005 revision.

This category did not represent to the PRC 2010, the corresponding pay scale of Rs.13660-38570 was assigned, but the PRC enhanced the pay scale of Superintendent in common category by one stage and allowed a pay scale of Rs.14860-39540. Hence, the earlier parity was disturbed and requested for a pay scale of Rs.14860-39540.

The Associations has requested for allowing next higher scale to all the common categories in NCC Department.

According to service rules this category is filled in by promotion from the category of Senior Assistant/ Senior Steno.

The pay scales assigned to this category and Superintendents in other Departments in the earlier revision is as follows:

Category	1978	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.							
Superintendent in NCC Department	700-1200	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Asst./ Senior Steno (Rs.10900-31550)	Assistant Director (Rs.16150-42590)
Superintendent in other Departments	700-1200	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant/ Senior Steno (Rs.10900-31550)	Asst. Director/ Accounts Officers (Rs.18030-43630)



The PRC notices that this category comes under class-I of AP Ministerial Service Rules and equivalent to Superintendent. This category has been drawing pay scales on par with Superintendent under common category up to 2005 revision. The same parity was disturbed in 2010 revision. The Commission recommends a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 on par with Superintendent under Common Category.

**2. Assistant Director : Rs.16150-42590**  
**(formerly known as**  
**Establishment Officer)**  
 No. of posts : 10

It is represented that this category is drawing a lower pay scale of Rs.16150-42590, when compare to Assistant Directors of Technical Education/Tourism Department/Youth Services (Rs.18030-43630) and Assistant Director of Mines & Geology and Employment & Training (Employment)/Agriculture (Rs.19050-45850). Hence, request is for a pay scale of Rs.19050-45850.

This category is formerly known as "Establishment Officers". According to the Service Rules issued in G.O.Ms.No.54, EG &YS Department, dt:4-8-1992, this category is filled in by transfer of Superintendent of NCC. This category forms feeder category for the post of Deputy Director (Rs.21820-48160).

The following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Director of NCC	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Superintendent (Rs.13660-38570)	Deputy Director (Rs.21820-48160)
Assistant Director(Employment & Training)	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	District Employment Officer (Rs.18030-43630)	Deputy Director (Rs.21820-48160)
Assistant Director of Youth Services	1810-3230	3640-7580	6950-14425	10285-24200	18030-43630	District Youth Welfare Officers (Rs.16150-42590)	Deputy Director (Rs.21820-48160)
Assistant Director of Tourism	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Tourist Information Officer (Rs.16150-42590)	Deputy Director (Rs.21820-48160)

Comparison with Assistant Director of the above departments is not valid, as the qualifications, duties and responsibilities are entirely different.

However, the Commission recommends a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

**3. Deputy Director : Rs.21820-48160**  
 No. of Posts : 1

It is represented that the post of Deputy Director existing in NCC is a 2<sup>nd</sup> level Gazetted post and is very much essential to interact with the State Government to resolve various proposals being submitted by NCC Directorate with various Departments of Secretariat. It is also represented that the Deputy Director is the Staff Officer to the Deputy Director General NCC (AP) and advises on Establishment matters and supervises the duties of Assistant Director (State). He will be the Liaison Officer with the AP Secretariat pertaining to all State and Central Government matters. He conducts the seminars and training programmes for the Assistant Directors working in the Regional Offices. In view of the above, it is requested to assigning higher pay scale of Rs.25600-50560 on par with Deputy Director in Animal husbandry Department.

Following is the progression of pay scales of this category in NCC Department and in Animal Husbandry Department.

Category	1986	1993	1999	2005	2010
	Rs.				
Deputy Director in NCC Dept.	-	-	8400-16525	12385-27750	21820-48160
Deputy Director in Animal husbandry Dept.	2410-4050	4400-8700	8400-16525	13390-28500	25600-50560

According to Service Rules, the post of Deputy Director is filled by promotion from the category of Assistant Director.

Comparison with Deputy Director of Animal Husbandry is not appropriate, as the duties and responsibilities, qualifications and area of supervision is entirely different. However, keeping in view of the duties and responsibilities of this post, the Commission assigns a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

### **39. WORK CHARGED ESTABLISHMENT**

The request of the Work Charged employees in the categories of Work Inspectors, Machinist and Moulders are to allow the pay scale Rs.1010-1800 of the Revised Pay Scales, assigned to the new common categories in pursuance of the orders issued in G.O.(P).No.508, Finance (PC-I) Department, dated.10.6.2004.

A Machinist filed O.A.2496/2008 with a similar request. The Hon'ble APAT disposed OA with the following directions:

*'Having satisfied that the subject matter of this O.A. is similar to the subject matter in O.A. Nos. 6159, 6197 and 7212 of 2006, dated 8.6.2007.'*

Government issued instructions to the Engineer-in-Chief (IW), I&CAD, Hyderabad to issue necessary speaking order, duly rejecting the claim stating that the post of Machinist was not included under the concept of New Common Categories and to refer the matter to the Ninth Pay Revision Commission for their considered views, so as to put an end to this litigation.

The PRC 2010 has observed as follows:

*"Allowing the Revised Pay Scales, 1986 does not come under the purview of this Commission. It is for the Departments to take a view on the directions of the Hon'ble Courts. As already stated in the preceding para, there is no concept of New Common Category as of now. We do not support the revival of New Common Category".*

Some Work Inspectors have filed in O.A. No.4617/2010 for extension of new common categories pay scale Rs.1010-1800 in RPS1986. The Hon'ble APAT has delivered judgement on 22.09.2011 with the following directions:

*"In the light of the orders of Tribunal in OA No.4206/1992, dt.04.02.2003, the respondents are directed to consider the cases of applicants for giving the scale of pay on par with the similar situated persons working in other departments other than the Irrigation Department. The respondents are further directed to give monetary benefit to the applicants from the date of filling of this OA and notional benefits up to the date of filling of the OA. The entire exercise in this regard be completed within three months".*

The Government have issued instruction vide Memo.No.2433/Ser.V-2/2011, dt:13.05.2013 rejecting the plea of Work Inspector for extension of new Common Categories pay scale Rs.1010-1800 in RPS, 1986 in OA No.4617/2010. Further the Government has requested to refer the case to 10<sup>th</sup> PRC regarding rectification of scales of the Work Inspector as it is a supervisory cadre and the cadres such as Carpenter, Welder etc., new Common Categories in RPS, 1986 are Subordinate cadre enjoying higher scales than the Supervisory/ Superior cadre with the same ITI skill, for consideration.

Accordingly, 10<sup>th</sup>PRC was addressed vide this office letter No. ENC/IW/ P&M/ EE.III/W1/OA7192/08/2008, dt:01.07.2013 for considering the same.

The Associations have represented some categories in Work Charged Establishment the feeder category and promotion category posts are assigned the same pay scales.

1. Gardener Gr-I and Gardener Gr-II are assigned the same pay scale of Rs.6900-20680.
2. The Operator Gr-III and Operator Gr-IV are assigned the same pay scale of Rs.7740-23040.
3. The Association has requested difference of at least two pay scales in the scale of feeder category posts and promotional posts, since the employees, on placement in Special Grade Scale Post of pay will draw the next higher pay scale.
4. The Operators of all moving vehicles such as Road Roller Operator, Launch Drivers etc., may be treated as Drivers and may be assigned same pay scales on par with Light Vehicle Driver i.e., Rs.7960-23650 and Heavy Vehicle Driver i.e., Rs.9200-27000.
5. Road Roller Operators may be assigned the pay scale applicable to the Heavy Vehicle Drivers.
6. There are two grades in the category of Drivers i.e., Gr-I & Gr-II are assigned the same pay scale of Rs.7960-23650 and also Heavy Vehicle Driver Gr-I, Gr-II are having the same pay scale i.e., Rs.9200-27000.
7. Request is for assigning higher pay scales to the category of Fitters on par with Drivers.
8. The four grades of Work Inspectors the nature of the duties attended by all these four grades of Work Inspectors is one and the same except in pay scales and qualifications. The four grades of Work Inspectors may be re-grouped to two grades i.e., Gr-I and Gr-II and also extended the new common category pay scales and assigning the same pay scales to Work Charged employees on par with provincial establishment.
9. Request for Work Inspector Gr-IV pay scale on par with categories i.e., Carpenter/ Blacksmith/ Fitter/ Electrician to be implemented in new common categories pay scales i.e., Rs.1010-1800 in RPS 2006.
10. Sanction of permanent post for Work Charged establishment.
11. Sanction of Special Pay to Drivers and Road Roller Operators (Drivers).
12. Enhancement of Special Pay and Cycle Allowance.
13. Request for sanction of Construction Allowance to the employees working in all Major Project areas and schedule areas (Not extended in RPS 2010).
14. Pre-ponement of increments of seniors to that of the date of juniors.
15. Enhancement of ceiling of half pay leave commuted into full pay on medical certificates.
16. Enhancement of slabs of Group Insurance Scheme.

17. Request for change of nomenclature of work charged establishment as A.P. Engineering Maintenance Establishment.
18. Request for sanction of 8% of basic pay as City Compensatory Allowance.

1. **Gardener Gr-II** : **Rs.6900-20680**  
No. of posts :
2. **Gardener Gr-I** : **Rs.6900-20680**  
No. of posts : All grades No.7

It is represented that the promotion category of Gardener Gr-I and feeder category of Gardener Gr-II were assigned the same pay scale of Rs.6900-20680 in 2010 revision. The request is for differentiation between the pay scales of the above two categories.

The following pay scales of Gardener Gr-I, Gardener Gr-II are given below:

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Gardener Gr-II	310-425	740-1150	1375-2375	2550-4550	3950-8815	6900-20680
Gardener Gr-I	325-500	740-1150	1425-2525	2650-4850	3950-8815	6900-20680

In view of the duties, responsibilities and also keeping in view of the feeder and promotion category the Commission assigns the pay scales of Rs.13390-41380 corresponding to Rs.6900-20680 to the category of Gardener Gr-II and Rs.14600-44870 corresponding to Rs.7520-22430 to the category of Gardener Gr-I, thus improved by two stages.

3. **Operator Gr-IV** : **Rs.7740-23040**  
**(Road Roller Driver)**  
No. of posts : All grades No.254
4. **Operator Gr-III** : **Rs.7740-23040**  
**(Road Roller Driver)**  
No. of posts :

It is represented that the feeder category of Operator Grade-IV and the promotion category of Operator Grade-III were assigned the same pay scale of Rs.7740-23040. The request is for differentiation between the pay scales of the above two categories.

In view of the duties, responsibilities and also keeping in view of the qualifications of ITI, Commission assigns the pay scales of Rs.15030-46060 corresponding to Rs.7740-23040 to the category Operator Gr-IV and Rs.15460-47330 corresponding to Rs.7960-23650 to the category of Operator Gr-III thus improved by one stage.

<b>5. Operator Gr-II</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>6. Operator Gr-I</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	

It is represented that the promotion category of Operator Gr-I and the feeder category of Operator Gr-II were assigned the same pay scale of Rs.9200-27000. The request is for differentiation between the pay scales of the above two categories.

In view of the duties, responsibilities and also keeping in view of the feeder and promotion category the Commission assigns the pay scales of Rs.17890-53950 corresponding to Rs.9200-27000 to the category Operator Gr-II and Rs.18400-55410 corresponding to Rs.9460-27700 to the category of Operator Gr-I, thus improved by one stage.

<b>7. Road Roller Operator</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	

It is requested for assigning higher pay scale on par with Driver (Heavy Vehicle).

The Commission notices that this category was having parity with Driver (H.V.) in successive PRCs. Keeping in view of the duties and responsibilities the Commission assigns to this category the pay scales of Rs.17890-53950 corresponding to Rs.9200-27000.

<b>8. Fitter Gr-II</b>	:	<b>Rs.7740-23040</b>
No. of posts	:	All grades No. 179
<b>9. Fitter Gr-I</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	

It is stated that the category of Fitters are assigned lesser pay scales when compared to the pay scale of Driver. Fitters are attending the duties of Drivers, in addition to their normal duties. It is justified to assign the same pay scales to the Fitters and Drivers. Hence, requested the pay scale on par with the category of Drivers.

In view of the duties, responsibilities and also keeping in view of the feeder and promotion category, the Commission assigns the pay scales of Rs.15460-47330 corresponding to Rs.7960-23650 to the category Fitter Gr-II and Rs.17890-53950 corresponding to Rs.9200-27000 to the category of Fitter Gr-I.

<b>10. Mechanic Gr-III</b>	:	<b>Rs.7740-23040</b>
No. of posts	:	All grades No. 8
<b>11. Mechanic Gr-II</b>	:	<b>Rs.8440-24950.</b>
No. of posts	:	

Considering the qualifications, duties and responsibilities, the Commission assigns the following pay scales to the above categories.

Mechanic Gr-III: Rs.19500-58330 corresponds to Rs.10020-29200.

Mechanic Gr-II: Rs.21230-63010 corresponds to Rs.10900-31550.

- 12. Driver Grade-II (LV) : Rs.7960-23650**  
 No. of Posts : All grades No.405
- 13. Driver Grade-I (LV) : Rs.7960-23650**  
 No. of Posts :
- 14. Driver Grade-II (HV) : Rs.9200-27000**  
 No. of Posts : All grade No.95
- 15. Driver Grade- I (HV) : Rs.9200-27000**  
 No. of Posts :

The Association has proposed to assign the following pay scales to the above categories.

Category	Existing Pay Scale	Pay Scale Sought
	Rs.	
Driver Grade I (LV)	7960-23650	20175-59975
Driver Grade II (LV)	7960-23650	17985-55030
Driver Grade I (HV)	9200-27000	22605-63465
Driver Grade II (HV)	9200-27000	20175-59975

It is stated that L.V. Driver Grade-I is a promotion post to the post of LV Driver Grade II. However, both the LV Driver Grade-I and LV Driver Grade-II are assigned the same scale of pay. It is requested to assign a higher pay scale to the LV Driver Grade-I. Similar request is also same in respect of HV Driver Grade-I.

It is further stated that in G.O.Ms.No.107, PWD, dt.07.02.1994, the Government has prescribed experience / qualifications for each grade promotion to the L.V. Drivers and H.V. Drivers for Grade-II & Grade-I. The scale of pays to the HV/LV Drivers Grade-II & Grade-I are as follows:

Following is the progression of pay scales of the above categories:

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
LV Driver Grade-II	350-550	810-1420	1595-3020	2990-5810	4595-10285	7960-23650
LV Driver Grade-I	410-625	810-1420	1595-3020	2990-5810	4595-10285	7960-23650
HV Driver Grade-II	410-625	910-1625	1875-3750	3550-7150	5200-11755	9200-27000
HV Driver Grade-I	450-700	910-1625	1875-3750	3550-7150	5200-11755	9200-27000

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Feeder Post	Promotion Post
Driver Grade-I (LV)	By direct recruitment 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 experience in driving and maintenance of pickup vans, or a station wagons or cars	Driver Gr.II (LV)	---
Driver Grade-II (LV)	By direct recruitment 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 3 years experience in driving and maintenance of pickup vans, or a station wagons or cars. Five years service as Cleaner and possess license to drive Light Vehicle for a period of one year.	Cleaner	Driver Gr.I (LV)
Driver Gr.I (HV)	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.	Driver Gr.II (HV)	--
Driver Gr.II (HV)	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 possess Heavy Vehicle driving license for one year (or) Light Vehicle Driver Grade-I of the department who possess Heavy Vehicle Driving license for One year.	Cleaner	Driver Gr.I (HV)

Service Rules for the post of Light and Heavy Vehicle Drivers under Work Charged Establishment do not clearly mentioned that Driver Grade-I is a promotion post to the Driver Grade-II. But they stipulate five years of experience in the category of Driver Grade-II as a qualification for appointment to Driver Gr-I.

The Commission notices that the L.V. Driver and H.V. Driver are having parity with Drivers under Common Category.

In view of the above, the Commission recommends the following pay scales.

Driver Grade-II (LV)	Rs.15460-47330
Driver Grade-I (LV)	corresponding to Rs.7960-23650
Driver Grade-II (HV)	Rs.15460-47330
Driver Grade-I (HV)	corresponding to Rs.7960-23650 .
Driver Grade-II (HV)	Rs.17890-53950
Driver Grade-I (HV)	corresponding to Rs.9200-27000.
Driver Grade-I (HV)	Rs.17890-53950
	corresponding to Rs.9200-27000.



16. **Machinist Gr.III**  
(Workshops & Construction) : **Rs.7520-22430**  
No. of Posts : All grades 5
17. **Machinist Gr.II**  
(Workshop and Construction) : **Rs.7740-23040**  
No. of Posts :
18. **Machinist Gr.I**  
(Workshop and Construction) : **Rs.8440-24950**  
No. of posts :
19. **Mechanist Special Grade**  
(Workshop & Construction) : **Rs.9200-27000**  
No. of posts :

The Association has proposed to assign the following pay scales to the above categories.

#### IV. Skilled Class IV

Category	Existing pay scale	Pay scales sought
	Rs.	
Machinist Gr.III (Workshops & Construction)	7520-22430	16960-50490
Machinist Gr.II (Workshop and Construction)	7740-23040	17460-53430
Fitter Gr.I (Workshop & Construction)	8440-24950	19035-56630
Mechanist Special Grade (Workshop & Construction)	9200-27000	23955-67265

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Feeder Category	Promotion Category
Machinist Gr.III (Workshops & Construction)	By promotion from the category of Helper Gr-I, 5 years experience as Helper Grade-I of the particular trade	Helper Gr.I (Rs.7100-21250)	Machanist Gr.II (Rs.7740-23040)
Machinist Gr.II (Workshop and Construction)	By promotion from the category of Machinist Grade-III, 3 years experience in Grade-III of the particular trade	Mechanist Gr.III (Rs.7520-22430)	Machanist Gr.I (Rs.8440-24950)
Machinist Gr.I (Workshop and Construction)	By promotion from the category of Machinist Grade-II, 5 years experience as Machinist Grade-II.	Mechanist Gr.II (Rs.7740-23040)	Machanist Special Grade (Rs.9200-27000)
Machinist Special Grade (Workshop & Construction)	By Promotion from the category of Machinist Grade-I, 5 years experience in Machinist Grade-I	Mechanist Gr.I (Rs.8440-24950)	--

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Machinist Gr.III (Workshops & Construction)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Machinist Gr.II (Workshop and Construction)	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Machinist Gr.I (Workshop and Construction)	910-1625	1745-3020	3290-6550	4825-10845	8440-24950
Mechanist Special Grade (Workshop & Construction)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000

Considering the qualifications, duties and responsibilities, the Commission assigns the pay scales to the above categories.

Machinist Grade-III	Rs.16400-49870	corresponding to Rs.8440-24950, thus improved by two stages.
Machinist Grade-II	Rs.17890-53950	corresponding to Rs.9200-27000, thus improved by three stages.
Machinist Grade-I	Rs.18400-55410	corresponding to Rs.9460-, 27700, thus improved by two stages.
Machinist Special Grade	Rs.19500-58330	corresponding to Rs.10020-29200, thus improved by two stages.

20. **Work Inspector, Grade-IV (Previously known as Work Inspector Gr.III)** : **Rs.7740-23040**  
No. of Posts : All grades 1269
21. **Work Inspector Gr.III (Previously known as Work Inspector Gr-II)** : **Rs.8440-24950**  
No. of posts :
22. **Work Inspector Grade-II (Previously Known as Work Inspector Grade-I)** : **Rs.9200-27000**  
No. of posts :
23. **Work Inspector Grade-I (Previously Known as Work Inspector Special Grade)** : **Rs.10900-31550**  
No. of posts :

It is represented that the Wok Charged Establishment are given step motherly treatment and are assigned lesser pay scales when compared to the pay scales assigned to the provincial establishment. For example, the qualifications prescribed to the post of Technical Assistant (previously called as Tracer) (Provincial Establishment) is ITI and the same ITI qualification prescribed for the post of Work Inspector Grade-IV (WC Estt.) also. The pay

scale assigned to the post of Technical Assistant (Tracer) is Rs.8440-24950, but the pay scale assigned to the post of Work Inspector Grade-IV is Rs.7740-23040.

It is requested to assign the same pay scales to both Work Charged Establishment and Provincial Establishment keeping in view the qualifications prescribed to those posts.

The another Association has proposed to assign the following pay scales:

Category	Existing pay Scale	Pay Scales Sought	
		Rs.	
Work Inspector Grade-V (Executive)	6700-20110	15480-46320	--
Work Inspector Grade-V	6700-20110	--	
Work Inspector, Grade-IV (Previously Known as Work Inspector Gr.III)	7740-23040	22605-63465	12230-33700 (for ITI Holders)
Work Inspector Gr-III (Previously Known as Work Inspector Gr-II)	8440-24950	25370-73315	12230-33700 (for ITI Holders)
Work Inspector Grade-II (Previously Known as Work Inspector Gr-I)	9200-27000	27650-77640	--
Work Inspector Grade-I (Previously Known as Work Inspector Spl.Gr.)	10900-31550	31875-87060	12230-33700 (for ITI Holders)

It is requested that the categorization of Work Charged Employees be reduced from four grades to two grades i.e., Mechanist Grade-II & Grade-I as Work Inspector Grade-I and Work Inspector Grade-IV & Grade-III as Work Inspector Grade-II.

The Engineer-in-Chief has also supported with the above request and to assign New Common categories pay scales quoting new pay scales to them based on G.O.(P).No.508, Finance Department, dt:10.06.2004 and also based on orders of APAT in O.A. No.4617/2011.

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Feeder category	Promotion category
Work Inspector Grade-V (Executive)	By direct recruitment 3 years experience as Technical or Non Technical Maistries.	--	--
Work Inspector Gr.V	--	--	--

Category	Mode of Recruitment	Feeder category	Promotion category
Work Inspector Grade-IV (Previously known as Work Inspector Gr-III)	By direct recruitment/ appointment by transfer from the category of Head Mazdoor / by promotion from the category of Water Supply Lineman with 5 years of service and possessing I.T.I. certificate or passed in S.S.C. or H.S.C. may be promoted as Work Inspector Grade-IV	Work Inspector Grade-V	Work Inspector Grade-III
Work Inspector Gr-III (Previously known as Work Inspector Gr-II)	By promotion from the category of Work Inspector Grade - IV, 3 years experience as Work Inspector Grade IV Candidates with ITI certificate in Draughtsman Trade issued by the Directorate of Employment and Training, or its equivalent qualification are also eligible	Work Inspector Grade-IV	Work Inspector Grade-II
Work Inspector Grade-II (Previously known as Work Inspector Grade-I)	By promotion from the category of Work Inspector Grade-III. Must have 5 years experience as Work Inspector Grade-III to become eligible for promotion. Candidates who have appeared for diploma examination in Civil or Mechanical Engineering also eligible.	Work Inspector Grade-III	Work Inspector Grade-I
Work Inspector Grade-I (Previously known as Work Inspector Spl.Gr.)	By promotion from the category of Work Inspector Grade-II, 3 years experience as Work Inspector Grade-II, Diploma Holders in Civil or Mechanical Engineering are also eligible.	Work Inspector Grade-II	--

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Work Inspector Grade-V (Executive)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Work Inspector Gr-V	740-1150	1425-2525	2650-4850	3950-8815	6700-20110
Work Inspector, Grade-IV (Previously known as Work Inspector Gr-III)	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Work Inspector Gr-III (Previously known as Work Inspector Gr-II)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Work Inspector Grade-II (Previously known as Work Inspector Grade-I)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Work Inspector Grade-I (Previously known as Work Inspector Special Grade)	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550

In this connection, the observations of the PRC 2010 are as follows:

*“The request to reduce four grades of Works Inspector to two is not under the purview of the Commission and it is for the administrative Department to take a decision in this regard after obtaining the views of Board of Chief Engineers. Regarding assigning promotion scales, the*

*Commission finds the normal assumption is that an employee should get at least 2 promotions in his entire service. The Commission noticed that there are already existing promotional avenues. A person who is recruited to Work Inspector Grade-IV can raise upto the level of Grade-I."*

#### **Work Inspector Grade-IV (Rs.7740-23040)**

Request for assigning higher pay scale of Rs.8440-24950 on par with Tracer in Irrigation Department.

The following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Work Inspector Grade-IV	810-1420	1595-3020	2990-5810	4370-9775	7740-23040	Work Inspector Gr-V (Rs.6700-20110)	Work Inspector Gr-III (Rs.8440-24950)
Technical Asst. (Formerly known as Tracer)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950	Printing Technician (Rs.7520-22430)	Jr. Technical Officer (Rs.9460-27700)

According to service rules, this category is filled by direct recruitment/ appointment by transfer from the category of Head Mazdoor / by promotion from the category of Water Supply Lineman with 5 years of service and possessing I.T.I. certificate or passed in S.S.C. or H.S.C. may be promoted as Work Inspector Grade-IV.

Keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950, thus improved by one stage.

#### **Work Inspector Grade-III (Rs.8440-24950)**

Request is for assigning higher pay scale of Rs.9460-27700 on par with Junior Technical Officer in Irrigation Department.

The following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Work Inspector Gr.III (Previously known as Work Inspector Gr-II)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950	Work Inspector Grade-IV (Rs.7740-23040)	Work Inspector Grade-II (Rs.9200-27000)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Technical Officer (formerly known as Draughtsman Grade-III)	1010-1800	1975-4010	3750-7650	5470-12385	9460-27700	Technical Assistant (Rs.8440-24950)	Assistant Technical Officer (Rs.11530-33200)

According to Service Rules, this category is filled by promotion from the category of Work Inspector Grade-IV with 3 years experience as Work Inspector Grade-IV, candidates with ITI certificate in Draughtsman trade issued by the Directorate of Employment and Training or its equivalent qualification are also eligible.

Keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700, thus improved by two stages.

#### **Work Inspector Grade-II (Rs. 9200-27000)**

Request is for assigning higher pay scale of Rs.11530-33200 on par with Assistant Technical Officer in Irrigation Department.

The following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Work Inspector Grade-II (Previously known as Work Inspector Grade-I)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000	Work Inspector Grade-III (Rs.8440-24950)	Work Inspector Grade-I (Rs.10900-31550)
Assistant Technical Officer (Formerly known as Draughtsman Grade-II)	1150-2110	2315-4880	4430-9300	6505-15025	11530-33200	Junior Technical Officer (Rs.9460-27700)	Technical Officer (Rs.15280-40510)

According to Service Rules, this category is filled by promotion from the category of Work Inspector Grade-III, must have 5 years experience as Work Inspector Grade-III to become eligible for promotion. Candidates who have appeared for Diploma examination in Civil or Mechanical Engineering also eligible.

Keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.21230-63010 corresponding to Rs.10900-31550, thus improved by three stages.

**Work Inspector Grade-I (Rs.10900-31550)**

Request is for assigning higher pay scale of Rs.15280-40510 on par with Technical Officer in Irrigation Department.

The following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Work Inspector Grade.I (Previously known as Work Inspector Special Grade)	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Work Inspector Grade-II (Rs.9200-27000)	-
Technical Officer (formerly Draughtsman Gr-I)	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Assistant Technical Officer (formerly Draughtsman Gr-II) (Rs.11530-33200)	Technical Officer Special Grade(formerly Draughtsman Special Grade) (Rs.16150-42590)

According to Service Rules, this category is filled by promotion from the category of Work Inspector Grade-II with 3 years experience as Work Inspector Grade-II, Diploma Holders in Civil or Mechanical Engineering are also eligible.

Keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050, thus improved by two stages.

**24. Lascars : Rs. 6900-20680**  
No. of posts :

It is stated that the Lascars working in Water Distribution System and requested the pay scale of this category is next higher scale than Mazdoors. The 9<sup>th</sup> PRC has raised Lascars scale of pay for Rs.6900-20680 on par with Head Mazdoors, in view of high responsibilities and duties in water regulation.

The Association further stated that the Head Mazdoors working only 8 hours and no such responsibilities/duties and having higher pay scales, whereas this category is having higher responsibilities and lower pay scale. Hence, it has requested for sanction of higher scale of pay to Lascars than Head Mazdoors. The duties and responsibilities of Lascars are covered in G.O.Ms.No.29, I&CAD Department, dt:19.03.1996.

The scale of pays of the Head Mazdoors and Lascars are as follows:

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Lascar	290-425	740-1150	1375-2375	2550-4550	3850-8600	6900-20680
Head Mazdoor	310-425	740-1150	1375-2375	2550-4550	3950-8815	6900-20680

Keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.13390-41380 corresponding to Rs.6900-20680 on par with Head Mazdoor.

**25. Mechanist & Moulder : Rs.9460-27700**  
No. of posts :

It is represented that the category of Machinist and Moulder was eliminated in new common categories without specific reasons in RPS 1986.

It is submitted that Machinist & Moulder must be a trained operator having the knowledge in all aspects of the machine tools such as Lathe, Shaping, Milling, Drilling and Grinding Machines. He should know the nomenclature, the working mechanism of each part, control, automatic arrangements etc. In addition to that he must know about the Hand Tools, Precision Tools, Cutters, Cutting Tools etc., required for efficient works, where as the other trades such as Fitter, Turner, Welder, Electrician in only meant for specific work. Thus the mechanist trade is called as father of the other trades and also Moulder trade was basically and mother trade in technical industries i.e., Moulder Trades Man prepared moulds of gear boxes, gear wells, rope drums etc., and molten cast, iron metal in pouring requiring Moulds in the temperature of 1700 degree centigrade. Because of the Moulder trade is the most important in technical industries. Hence non-inclusion such of the important categories i.e., Mechanist & Moulder are in the new common categories is injustice.

Request is for include the Machinist and Moulder categories in new common categories and extend the benefit from RPS 1986 onwards notionally on par with other new common categories, such as Fitter, Turner, Machinist, Moulder, Welder and Electrician having same I.T.I. qualification.

Keeping in view of the above, the Commission considers that the existing scale of this category is adequate and assigns to it a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700.

#### **I. Un-Skilled:**

**Watchman (Watch & Ward) : Rs.6700-20110**  
No. of posts : 562  
**Mazdoor (Gang Mazdoor) : Rs.6700-20110**  
No. of posts : 4  
**Sweeper (Mazdoor) : Rs.6700-20110**  
No. of posts : 126



<b>Scavenger (Mazdoor)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	45
<b>Washerman (Mazdoor)/Mazdoor (Laboratory)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	1976
<b>Mali (Gardens)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	29

## II. Semi-Skilled:

<b>Guardman (Watch &amp; Ward)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	23
<b>Room Boy (Rest House Estt.)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	12
<b>Helper (Rest House Estt.)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	All grades 750
<b>Boat Khalasi (Floating Plant)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	12
<b>Fireman (Floating Plant)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	--
<b>Dredger Helper, Gr.II (1986)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	
<b>Oilman</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	--
<b>Signaller</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	--
<b>Petroller</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	--
<b>Cleaner (Operational HV)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	52
<b>Cleaner (Operational Construction Equipment)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	
<b>Water Supply</b>		
<b>Lineman (Executive)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	45
<b>Helper Grade-II (Repairs)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	
<b>Helper Grade-II (Workshops and Construction)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	
<b>Helper Grade-II (Drilling)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	
<b>Helper Grade-II (Electrical)</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	
<b>Attendant (Telephone &amp; Wireless):</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	10
<b>Technical Bearer</b>	:	<b>Rs.6700-20110</b>
No. of posts	:	

It is proposed to assign higher pay scale of Rs.15000-44970 to the above categories.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005	2010
	Rs.				
Watchman (Watch & Ward)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Mazdoor (Gang Mazdoor)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Lascar (Mazdoor)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Sweeper (Mazdoor)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Scavenger (Mazdoor)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Washerman (Mazdoor)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Mali (Gardens)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Mazdoor (Laboratory)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Guardman (Watch & Ward)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Room Boy (Rest House Estt.)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Helper (Rest House Estt.)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Boat Khalasi (Floating Plant)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Fireman (Floating Plant)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Dredger Helper, Gr.II (1986)	----	---	2550-4550	3850-8600	6700-20110
Oilman	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Signaler	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Petroller	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Cleaner (Operational HV)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Cleaner (Operational Construction Equipment)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Water Supply Lineman (Executive)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Helper Grade-II (Repairs)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Helper Grade-II (Workshops and Construction)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Helper Gr-II (Drilling)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Helper Gr-II (Electrical)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Attendant (Telephone & Wireless)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Technical Bearer	----	----	2550-4550	3850-8600	6700-20110
Helper Gr-II	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Cleaner	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Store Watchman	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Gang Mazdoor	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Cleaner (Pump)	740-1150	1375-2375	2550-4550	3850-8600	6700-20110

Category	1986	1993	1999	2005	2010
	Rs.				
Mazdoor	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Watchman	740-1150	1375-2375	2550-4550	3850-8600	6700-20110
Helper Gr.II	740-1150	1375-2375	2550-4550	3850-8600	6700-20110

The Commission assigns a pay scale of Rs.13000-40270, corresponding to Rs.6700-20110 to the above categories.

**I. Un-skilled**

<b>Sluiceman</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	21
<b>Lascar (Mazdoor)</b>	:	<b>Rs.6900-20680</b>
No. of posts	:	3571

**II. Semi-skilled**

<b>Head Mazdoor (Mazdoor)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	379
<b>Gardener Grade-II (Gardens)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	7

**III. Skilled Class V**

<b>Sergeant (Watch &amp; Ward)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	10
<b>Cook Grade-II (Rest House Estt.)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	All grades 6
<b>Gardener Grade-I (Gardens)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	All grades 7
<b>Boat Sarang(Floating Plant)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	11
<b>Lab. Attendant (Laboratory)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	23
<b>Rigger Gr.III/MopalaGr.III</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	All grades 28
<b>Lineman (Telephones)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	8
<b>Wireless Messenger</b>		
<b>(1986 PRC: 740-1150)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	8
<b>Telephone Messenger</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	4
<b>Operator Gr.V (Operational</b>		
<b>Construction Equipment)</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	
<b>Hookman</b>	:	<b>Rs.6900-20680</b>
No. of Posts	:	--

It is proposed to assign a pay scale of Rs.15960-47670 to the above categories.

It is also represented that Gardener Grade-I is promotion post to Gardener Grade-II. But both are in the same scale of pay. It is requested to assign a higher scale to the Gardner Grade-I.

### **Un-skilled**

According to the Service Rules, the post of Sluice man is filled by direct recruitment with good physique and able to read language.

### **Semi Skilled**

The post of Head Mazdoor (Mazdoor) is filled by direct recruitment one must be literate with a good personality capable of guiding work of group of Mazdoors.

The post of Gardener Grade-II (Gardens) is filled by direct recruitment one must have knowledge of raising and maintaining lawns, gardens and parks and should have an experience of 5 years as Mali.

### **Skilled Class V**

The post of Sergeant (Watch & Ward) is filled by direct recruitment with VII class and he has to check the work of Watchman and Guardsman.

The post of Cook Grade-II (Rest House Estt.) is filled by direct recruitment capable of preparing Indian type vegetarian and non-vegetarian dishes satisfactorily.

The post of Boat Sarang (Floating Plant) is filled by direct recruitment with 5 years of service on Floating plant and be capable of swimming.

The post of Lab. Attendant (Laboratory) is filled by direct recruitment one must possess VII class.

The post of Rigger Gr-III/Mopala Grade-III is filled by direct recruitment; one must have 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.

The post of Lineman (Telephones) is filled by direct recruitment with the qualification of VII class and possess one year's experience as lineman.

The post of Operator Gr.V (Operational Construction Equipment) is filled by direct recruitment one must have 5 years experience as Cleaner Grade-II on the particular type of machine.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Sluice man	740-1150	1375-2375	2550-4550	3950-8815	6900-20680
Head Mazdoor (Mazdoor)	740-1150	1375-2375	2550-4550	3950-8815	6900-20680
Gardener Grade-II (Gardens)	740-1150	1375-2375	2550-4550	3950-8815	6900-20680
Sergeant (Watch & Ward)	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Cook Gr-II (Rest House Estt.)	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Gardener Gr-I (Gardens)	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Boat Sarang (Floating Plant)	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Lab. Attendant (Laboratory)	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Rigger Gr-III/ MopalaGr-III	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Lineman (Telephones)	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Wireless Messenger (1986 PRC: 740-1150)	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Telephone Messenger	---	---	2650-4850	3950-8815	6900-20680
Operator Gr-V (Operational Construction Equipment)	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Hook man	---	---	2650-4850	3950-8815	6900-20680
Lab. Attendent	---	---	2650-4850	3950-8815	6900-20680
Boat-Sarang	740-1150	1425-2525	2650-4850	3950-8815	6900-20680
Head Mazdoor	740-1150	1375-2375	2550-4550	3950-8815	6900-20680

The Commission assigns a pay scale of Rs.13390-41380 corresponding to Rs.6900-20680 to the above categories.

### III. Skilled Class V

<b>Helper Gr-I (Repairs)</b>	:	<b>Rs.7100-21250</b>
No. of Posts	:	750 with various grades
<b>Helper Gr-I (Workshops &amp; Construction)</b>	:	<b>Rs.7100-21250</b>
No. of Posts	:	
<b>Helper Gr-I (Drilling)</b>	:	<b>Rs.7100-21250</b>
No. of Posts	:	
<b>Helper Gr-I (Electrical)</b>	:	<b>Rs.7100-21250</b>
No. of Posts	:	

**Dredger Helper, Gr-I /****Boat Sarang**

No. of Posts

:

**Rs.7100-21250**

:

It is requested to assign a pay scale of Rs.15960-47670 to the above categories:

The method of recruitment and the qualifications of the above categories are as indicated below:

**III. Skilled Class V**

Category	Mode of Recruitment	Feeder Category	Promotion Category
Helper Gr-I (Repairs)	By promotion from the category of Helper Grade-II with minimum 5 years experience as Helper Grade-II 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 (SSC).	Helper Gr-II (Rs.6700 -20110)	Fitter Gr-II (Rs.7520-22430)
Helper Gr-I (Workshops & Construction)	By promotion from the category of Helper Grade II with 5 years experience as Helper Grade-II or must be an ITI Trade certificate holder in Fitter, Machinist or a Turner trade.	Helper Gr-II (Rs.6700 -20110)	Turner Grade-II (Rs.7520-22430)
Helper Gr-I (Drilling)	By promotion from the category of Helper Grade-II with 5 years experience as Helper Grade-II or must have studied upto S.S.C. or its equivalent.	Helper Gr-II (Rs.6700 -20110)	Driller Operator Gr-III (Rs.7520-22430)
Helper Gr-I (Electrical)	By promotion from the category of Helper Grade-II with 5 years experience as Helper Grade-II and should be an ITI Trade certificate holder in Wireman Trades	Helper Gr-II (Rs.6700 -20110)	Wireman Gr-II (Rs.7520-22430)
Dredger Helper Gr-I / Boat Sarang (1986 PRC: 780-1275)	-	-	

The scales of pay of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Helper Gr-I (Repairs)	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Helper Gr-I (Workshops & Construction)	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Helper Gr-I (Drilling)	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Helper Gr-I (Electrical)	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Dredger Helper, Gr-I / Boat Sarang (1986 PRC: 780-1275)	780-1275	1475-2675	2750-5150	4050-9050	7100-21250
Helper Gr-I	780-1275	1535-2840	2750-5150	4050-9050	7100-21250

The Commission is convinced that the existing scales of these categories are adequate and accordingly assigns the pay scale of Rs.13780-42490 corresponding to Rs.7100-21250 to the above categories.

#### IV. Skilled Class IV

<b>Cook Gr-I (Rest House Estt.)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	6 with all grades
<b>Butler (Rest House Estt.)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	1
<b>Rigger/Mopala Gr-II</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	28 with all grades
<b>Dark Room Asst. (Photography)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	---
<b>Fitter Gr-II (Repairs)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	
<b>Blacksmith</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	9
<b>Tradesman Gr-III</b>		
<b>(Workshops and Construction)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	226 with all grades
<b>Painter</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	6
<b>Turner Gr-III</b>		
<b>(Workshops &amp; Construction)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	7 with all grades
<b>Welder</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	14
<b>Fitter Gr-III</b>		
<b>(Workshops &amp; Construction)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	
<b>Moulders</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	---
<b>Drilling Operator Gr-III (Drilling):</b>		<b>Rs.7520-22430</b>
No. of Posts	:	7 with all grades
<b>Wireman Gr-II (Electrical)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	22 with all grades
<b>Plumber</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	--
<b>Electrician Gr-II (Electrical)</b>	:	<b>Rs.7520-22430</b>
No. of Posts	:	64 with all grades
<b>Telephone Operator</b>		
<b>(Telephone &amp; Wireless)</b>	:	<b>Rs.7520-22430</b>
		(To persons who were in the pay scale of Rs.2990-5810 in 1999 pay scales)
No. of Posts	:	16

<b>Asst. Dredger Operator/ Asst. Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang, Gr-II</b>	<b>:</b>	<b>Rs.7520-22430</b>
No. of Posts	:	--
<b>Receptionist</b>	<b>:</b>	<b>Rs.7520-22430</b>
No. of Posts	:	--
<b>Driller Gr-III</b>	<b>:</b>	<b>Rs.7520-22430</b>
No. of Posts	:	--
<b>Mechanic Gr-IV</b>	<b>:</b>	<b>Rs.7520-22430</b>
No. of Posts	:	--
<b>Pump Mechanic Gr-II</b>	<b>:</b>	<b>Rs.7520-22430</b>
No. of Posts	:	--
<b>Store Asst./Surveyor Asst.</b>	<b>:</b>	<b>Rs.7520-22430</b>
No. of Posts	:	--

It is requested to assign a pay scale of Rs.16960-50490 to the above categories of skilled class IV.

The method of recruitment and the qualifications of the above categories are as indicated below:

<b>Category</b>	<b>Mode of Recruitment</b>	<b>Feeder Category</b>	<b>Promotion Category</b>
Cook Grade-I (Rest House Establishment)	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. 5 years experience as Cook Grade-II provided he acquires the knowledge of preparation of Western type dishes also	Cook Grade –II (Rs.6900-20680)	
Butler (Rest House Estt.)	By direct recruitment able to read and speak English in addition to working knowledge of Telugu and Hindi. He must be conversant with table manners.		
Rigger/MopalaGr.II	By promotion from the category of Rigger/MopalaGr-III minimum of 3 years experience as Rigger Grade-III	Rigger/ Mopla Gr-III (Rs.6900-20680)	
Dark Room Asst.(Photography)	By direct recruitment with 3 years experience in Photography line and posses a good knowledge of developing and printing and enlarging black and white pictures.		
Fitter Gr-II (Repairs)	By promotion from the category of Helper Gr-I with 5 years experience as Helper Grade-I in 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.	Helper Gr-I (Rs.7100-21250)	



Category	Mode of Recruitment	Feeder Category	Promotion Category
Blacksmith	-	-	
Tradesman Gr-III (Workshops and Construction)	By promotion from the category of Helper Grade-I with 3 years experience as Helper Grade-I 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 (Rs.7100-21250)	
Painter	-	-	
Turner Gr-III (Workshops & Construction)	By promotion from the category of Helper Gr-I 5 years experience as Helper Grade-I of the particular trade	Helper Gr-I (Rs.7100-21250)	
Welder	-	-	
Fitter Gr-III (Workshops & Construction)	By promotion from the category of Helper Gr-I 5 years experience as Helper Grade-I of the particular trade	Helper Grade-I (Rs.7100-21250)	
Moulders	-	-	
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 Grade-I (Rs.7100-21250)	
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 Wireman Trade with 5 years practical experience.	Helper Grade-I (Rs.7100-21250)	
Plumber	-	-	
Electrician Gr-II (Electrical)	By direct recruitment a trade certificate holder in Electrical Trade.		
Telephone Operator (Telephone & Wireless)	By direct recruitment or promotion from the category of Cook Grade-II SSC and the Test prescribed by the Telephone Authorities for telephone Operator 5 years service experience as Lineman after passing the test prescribed by Telephone Authorities for Telephone Operator.	Cook Grade-II (Rs.6900-20680)	
Asst. Dredger Operator/Asst. Dredger Sarang/ Dredger Engine Driver, Gr-III/ Dredger Sarang Gr-II (1986 : 810-1420)	-	-	
Receptionist	-	-	

The pay scales of these categories from time to time are as indicated below:

Category	1986	1993	1999	2005	2010
	Rs.				
Cook Gr-I (Rest House Estt.)	780-1275	1535-2840	2870-5470	4260-9520	7520-22430

Category	1986	1993	1999	2005	2010
	Rs.				
Butler (Rest House Estt.)	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Rigger/MopalaGr-II	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Dark Room Asst.(Photography)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Fitter Gr-II (Repairs)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Blacksmith			2870-5470	4260-9520	7520-22430
Tradesman Gr-III(Workshops and Construction)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Painter			2870-5470	4260-9520	7520-22430
Turner Gr-III (Workshops & Construction)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Welder			2870-5470	4260-9520	7520-22430
Fitter Gr-III (Workshops & Construction)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Moulders			2870-5470	4260-9520	7520-22430
Drilling Operator Gr-III (Drilling)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Wireman Gr-II (Electrical)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Plumber			2870-5470	4260-9520	7520-22430
Electrician Gr-II (Electrical)	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Telephone Operator (Telephone & Wireless)	810-420	1535-2840	2870-5470	4260-9520	7520-22430
Asst. Dredger Operator/Asst. Dredger Sarang/Dredger Engine Driver, Gr-III/ Dredger Sarang, Gr-II (1986 : 810-1420)	--	--	2870-5470	4260-9520	7520-22430
Receptionist	--	--	2870-5470	4260-9520	7520-22430
Driller Gr-III	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Mechanic Gr-IV	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Pump Mechanic Gr.II	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Store Asst./Surveyor Asst.	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Auto Electrician Gr.II	780-1275	1475-2675	2870-5470	4260-9520	7520-22430
Operator Gr.-IV	740-1150	1425-2525	2870-5470	4260-9520	7520-22430

The Commission is of the view that the scale of pay attached to these posts is commensurate with the qualifications and duties. Hence it assigns a

pay scale of Rs.14600-44870 corresponding to Rs.7520-22430 to the above categories.

<b>IV. Skilled Class IV</b>		
<b>Operator Gr-IV (Operational Construction Equipment)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>V. Skilled Class III</b>		
<b>Asst. Launch Driver (Floating Plant)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	--
<b>Asst. Launch Sarang (Floating Plant)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	--
<b>Rigger, Gr-I (Rigger)/ Mopala Gr-I</b>	:	<b>Rs.7740-23040</b>
No. of Posts.	:	
<b>Rigger, Gr-I (Executive)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Operator Gr-III (O.C.E)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Wireless Operator</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Flood Gate Operator</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	--
<b>Caretaker (Rest House Esst.)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	14
<b>Tradesman Gr-II (Workshop and Construction)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	7 with all grades
<b>Carpenter</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	10
<b>Turner Gr-II (Workshop &amp; Construction)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Fitter Gr-I (Repairs)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Fitter Gr-II (Workshop &amp; Construction)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Drilling Operator Gr-II (Drilling)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Dredger Sarang Gr-I</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Mechanic Gr-III (Repairs)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	

<b>Wireman Gr-I (Electrica1)</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Generator Operator</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Mason Grade-III</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	5 with all grades
<b>Electrician</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	
<b>Lab Assistant</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	--
<b>Hammer man</b>	:	<b>Rs.7740-23040</b>
No. of Posts	:	6

It is requested to assign a pay scale of Rs.17460-53430 to the above categories.

It is further proposed to assign a pay scale of Rs.23955-67265 to Mechanic Grade-I (Repairs) and assign a pay scale of Rs.20175-59975 to Mechanic Grade-II (Repairs).

It is further represented that Operator Grade-III and Grade-IV are assigned the same scale of pay and requested to assign different scales.

It is requested to treat Road Roller Driver as Heavy Vehicle Driver and assign corresponding pay scale.

The pay scales of these categories from time to time are as indicated below:

Category	1986	1993	1999	2005	2010
	Rs.				
Operator Gr-IV (Operational Construction Equipment)	780-1275	1535-2840	2990-5810	4370-9775	7740-23040
Asst. Launch Driver (Floating Plant)	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Asst. Launch Sarang (Floating Plant)	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Rigger Gr-I (Rigger)/Mopala Gr-I	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Rigger Gr-I (Executive)	--	--	2990-5810	4370-9775	7740-23040
Operator Gr-III (O.C.E)	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Wireless Operator	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Flood Gate Operator	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Tradesman Gr-II (Workshop and Construction)	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Carpenter	--	--	2990-5810	4370-9775	7740-23040
Turner Gr-II (Workshop & Construction)	860-1470	1595-3020	2990-5810	4370-9775	7740-23040

Category	1986	1993	1999	2005	2010
	Rs.				
Fitter Gr-I (Repairs)	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Fitter Gr-II (Workshop & Construction)	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Drilling Operator Gr-II (Drilling)	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Dredger Sarang Gr-I (1986: 860-1740)	--	--	2990-5810	4370-9775	7740-23040
Mechanic Gr-III (Repairs)	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Wireman Gr-I (Electrical)	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Generator Operator	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Mason, Grade-III	--	--	2990-5810	4370-9775	7740-23040
Electrician	910-1625	1745-3420	2990-5810	4370-9775	7740-23040
Lab Assistant	--	--	2990-5810	4370-9775	7740-23040
Hammerman	--	--	2990-5810	4370-9775	7740-23040
Fitter Gr-II	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Driller Gr-II	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Electrician Gr-II	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Road Roller Driver	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
Trademan Gr-II	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Operator Gr-III (OCE)	810-1420	1595-3020	2990-5810	4370-9775	7740-23040
D.G. Operator	860-1470	1595-3020	2990-5810	4370-9775	7740-23040

The qualifications and duties of Fitter and the Driver are different. Thus, these posts are not comparable.

The existing scales of these categories are adequate. The Commission therefore assigns pay scale of Rs.15030-46060 corresponding to Rs.7740-23040 to the above categories.

## VII. Skilled Class-I

**Dredger Operator, Gr-II /  
Dredger Engine Driver Gr-II** : **Rs.7960-23650**  
No. of posts : --

It is requested to higher pay scales to the above categories.

The existing scales of these categories are adequate. The Commission therefore assigns pay scale of Rs.15460-47330 corresponding to Rs.7960-23650 to the above posts.

#### **VI. Skilled Class II**

<b>Tradesman Grade-I</b>		
<b>(Workshop and construction)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	
<b>Mason, Grade-II</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	
<b>Turner Gr-I</b>		
<b>(Workshop and Construction)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	
<b>Fitter Gr-I</b>		
<b>(Workshop &amp; Construction)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	
<b>Drilling Operator Gr-I (Drilling)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	
<b>Lineman (Electrical)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	
<b>Electrician (Electrical)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	
<b>Maistry</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	--

#### **VII. Skilled Class-I**

<b>Compressor Operator Grade-II</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	1
<b>Launch Driver (Floating Plant)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	1
<b>Launch Sarang (Floating Plant)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	--
<b>Mechanic Gr-II (Repairs)</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	

#### **VIII. Highly Skilled Class-IV**

<b>Assistant Wireless Operator</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	--
<b>Dredger Operator Gr-I/ Dredger Engine Driver, Gr-I</b>	:	<b>Rs.8440-24950</b>
No. of posts	:	--

It is requested to assign a pay scale of Rs.19035-56630 to the categories of skilled class II.

It is requested to assign a pay scale of Rs.20175-59975 to the categories of skilled class I.

It is requested to assign a pay scale of Rs.23955-67265 to the categories of highly skilled class-IV.

### **Skilled Class II**

<b>Name of the Category</b>	<b>Mode of Recruitment</b>	<b>Feeder Category</b>	<b>Promotion Category</b>
Tradesman Gr-I (Workshop and Construction)	By promotion from the category of Tradesman Grade-II with 5 years experience as Tradesman Grade-II in the particular trade	Tradesman Grade-II (Rs.7740-23040)	
Mason, Grade-II	-	-	
Turner Gr-I (Workshop and Construction)	By promotion from the category of Turner Grade-II, must have 5 years experience as Turner Grade-II.	Tradesman Grade-II (Rs.7740-23040)	
Fitter Gr-I (Workshop & Construction)	By promotion from the category of Fitter Grade-II, must have 5 years experience as Fitter Grade-II	Fitter Grade-II (Rs.7740-23040)	
Drilling Operator Gr-I (Drilling)	By promotion from the category of Operator Grade - II with 5 years experience as Operator Grade-II	Operator Grade-II (Rs.7740-23040)	
Lineman (Electrical)	By promotion from the category of Wireman Grade-I with 5 years experience as Wireman Grade-I	Wireman Grade-I (Rs.7740-23040)	
Electrician (Electrical)	By promotion from the category of Electrician Grade - II with 5 years experience as Electrician Grade-II	Electrician Grade-II (Rs.7520-22430)	
Maistry	--	--	--

### **Skilled Class-I**

<b>Name of the Category</b>	<b>Mode of Recruitment</b>	<b>Feeder Category</b>	<b>Promotion Category</b>
Compressor Operator, Grade-II	--	----	--
Launch Driver (Floating Plant)	By promotion from the category of Assistant Launch Driver a minimum experience of 5 years as Assistant Launch Driver	Assistant Launch Driver	
Launch Sarang (Floating Plant)	By promotion from the category of Assistant Launch Sarang a minimum experience of 5 years as Assistant Launch Sarang	Assistant Launch Sarang	
Mechanic G-.II (Repairs)	By promotion from the category of Mechanic Grade-III 3 years experience as Mechanic Grade III in the particular trade or must have appeared for diploma examination in mechanical Engineering or Automobile Engineering of a recognized institution or its equivalent.	Mechanic Grade-III (Rs.7740-23040)	

## Highly Skilled Class-IV

Assistant Wireless Operator (1986 PRC: Rs.950-1670)	--	--	--
Dredger Operator, Gr-I/ Dredger Engine Driver, Gr-I (1986 PRC: Rs.950-1670)	--	--	--

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Tradesman Gr-I (Workshop and Construction)	910-1625	1745-3020	3290-6550	4825-10845	8440-24950
Mason, Grade-II	---	---	3290-6550	4825-10845	8440-24950
Turner Gr-I (Workshop and Construction)	910-1625	1745-3020	3290-6550	4825-10845	8440-24950
Fitter Gr-I (Workshop & Construction)	910-1625	1745-3020	3290-6550	4825-10845	8440-24950
Drilling Operator Gr-I (Drilling)	910-1625	1745-3020	3290-6550	4825-10845	8440-24950
Lineman (Electrical)	910-1625	1745-3020	3290-6550	4825-10845	8440-24950
Electrician (Electrical)	910-1625	1745-3020	3290-6550	4825-10845	8440-24950
Maistry	---	---	3290-6550	4825-10845	8440-24950
Compressor Operator, Grade-II	---	---	3290-6550	4825-10845	8440-24950
Launch Driver (Floating Plant)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Launch Sarang (Floating Plant)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Mechanic Gr-II (Repairs)	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Assistant Wireless Operator (1986 PRC: Rs.950-1670)	950-1670	---	3290-6550	4825-10845	8440-24950
Dredger Operator, Gr-I/ Dredger Engine Driver, Gr-I (1986 PRC: Rs.950-1670)	950-1670	---	3290-6550	4825-10845	8440-24950
Mechanic Gr-II	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Electrician Gr-I	910-1625	1745-3420	3290-6550	4825-10845	8440-24950
Driller Gr-I	860-1470	1745-3420	3290-6550	4825-10845	8440-24950
Geological Surveyor	860-1470	1745-3420	3290-6550	4825-10845	8440-24950
Mechanic Gr-III	860-1470	1745-3420	3290-6550	4825-10845	8440-24950
Pump Mechanic Gr-I	860-1470	1745-3420	3290-6550	4825-10845	8440-24950
Mechanical Surveyor	860-1470	1745-3420	3290-6550	4825-10845	8440-24950



The Commission considered the existing scales of the above categories to be adequate and therefore assigns pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 to the above categories.

**VII. Skilled Class-I**

<b>Operator Gr-II (Operational Construction Equipment)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	

**VIII. Highly Skilled Class-IV**

<b>Compressor Operator Grade-I</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>Operator Grade-I (Operational and Construction Equipment)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>Mechanic Gr-I (Repairs)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>Tradesman Special Grade (Workshop &amp; Construction)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>Mason, Grade-I</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>Turner Special Grade (Workshop &amp; Construction)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>Fitter Special Grade (Workshop &amp; Construction)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	
<b>Line Inspector (Electrical)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	7

**IX. Highly Skilled Class-II**

<b>Wireless Operator (T&amp;W)</b>	:	<b>Rs.9200-27000</b>
No. of posts	:	13

VII. It is requested to assign a pay scale of Rs.21365-61720 to the categories of skilled class I.

VIII. It is requested to assign a pay scale of Rs.23955-67265 to the categories of Highly Skilled Class-IV.

IX. It is requested to assign a pay scale of Rs.25370-73315 to the categories of Highly Skilled Class-II.

The method of recruitment and the qualifications of the above categories are as indicated below:

## V. Skilled Class III

Mode of Recruitment	Qualifications		
	For Direct Recruitment		For Promotion
Operator Gr-II (Operational Construction Equipment)	By direct recruitment/ promotion from the category of Operator Grade-III	Heavy Vehicle driving license and experience on heavy vehicles for a minimum period of 8 years	a minimum experience of 5 years as Operator Grade-III

## VIII. Highly Skilled Class-IV

Compressor Operator, Grade-I	--	--	
Operator Grade-I (Operational and Construction Equipment)	By promotion from the category of Operator Grade-II		Must have 5 years experience as Operator Grade-II on the particular type of machine to become eligible for promotion.
Mechanic Gr-I (Repairs)	By promotion from the category of Mechanic Grade-II		Must have 3 years experience as Mechanic Grade-II to become eligible for promotion or must have passed diploma examination in mechanical engineering or Automobile engineering of a recognized institution or its equivalent.
Tradesman Special Grade (Workshop & Construction)	By promotion from the category of Tradesman Grade-I		Must have 5 years experience as Tradesman Grade-I to become eligible for promotion
Mason, Grade-I	--	--	
Turner Special Grade (Workshop & Construction)	By promotion from the category of Turner Grade-I		5 years experience in Turner Grade-I
Fitter Special Grade (Workshop & Construction)	By promotion from the category of Fitter Grade-I		5 years experience in Fitter Grade-I
Line Inspector (Electrical)	By promotion from the category of Lineman		An experience of 5 years as Lineman or must have passed L.E.E. Examination of a recognised institution or its equivalent.

## IX. Highly Skilled Class. II

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Operator Gr.II (Operational Construction Equipment)	910-1625	1745-3420	3550-7150	5200-11755	9200-27000
Compressor Operator, Grade-I	---	---	3550-7150	5200-11755	9200-27000
Operator Grade.I (Operational and Construction Equipment)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Mechanic Gr.I (Repairs)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000

Category	1986	1993	1999	2005	2010
	(Rs.)				
Tradesman Special Grade (Workshop & Construction)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Mason, Grade-I	---	---	3550-7150	5200-11755	9200-27000
Turner Special Grade (Workshop & Construction)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Fitter Special Grade (Workshop & Construction)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Line Inspector (Electrical)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Wireless Operator (T&W)	1010-1800	---	3550-7150	5200-11755	9200-27000
Mechanic Gr.I	950-1670	1875-3750	3550-7150	5200-11755	9200-27000
Line Inspector	950-1670	1875-3750	3550-7150	5200-11755	9200-27000

The Commission considered the existing scales of these categories to be adequate and therefore the Commission assigns pay scale of Rs.17890-53950 corresponding to Rs.9200-27000 to the above categories.

**X. Highly Skilled Class-II**

**Dredger Operator Spl. Grade**

**(1986 PRC: Rs.1050-1945) : Rs.9460-27700**

No. of posts : --

It is proposed to assign a pay scale of the above category by various associations are as Rs.25370-73150.

The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Dredger Operator Spl. Grade (1986 PRC: Rs. 1050-1945)	--	--	3750-7650	5470-12385	9460-27700

The existing scales are adequate. The Commission assigns a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700 to the above post.

**XI. Highly Skilled Class-I**

**Wireless Operator Spl. Grade/Wireless**

**Mechanic Spl. Grade**

**(1986 PRC: Rs.1100-2050) : Rs.10020-29200**

No. of posts : Total No. 13 with grades

It is requested and proposed to assign a pay scale of the above categories by various associations as Rs.26110-75390.

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Wireless Operator Spl. Grade/Wireless Mechanic Spl. Grade (1986 PRC: Rs.1100-2050)	1100- 2050	--	3950- 8150	5750- 13030	10020- 29200

The existing scales are adequate. The Commission assigns a pay scale of Rs.19500-58330 corresponding to Rs.10020-29200 to the above posts.

#### **VIII. Highly Skilled Class-IV**

<b>Line Inspector (Telephone &amp; Wireless)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	7
<b>Lab. Assistant (Laboratory)</b>	:	<b>Rs. 10900-31550</b>
No. of posts	:	--

#### **IX. Highly Skilled Class-III**

#### **X Highly Skilled Class-II**

<b>Operator Special Grade (Operational &amp; Construction Equipment)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	
<b>Mechanic Special Grade (Repairs)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	

#### **XI. Highly Skilled Class-I**

<b>Photographer (Photography)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	1
<b>Assistant Foreman (Workshop &amp; construction)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	--
<b>Lab Assistant (Technical)</b>	:	<b>Rs.10900-31550</b>
No. of posts	:	--

It is requested to assign a pay scale of Rs.23955-67265 to the above categories and Rs.26110-75390 to the categories of Photographer (Photography), Assistant Foreman (Workshop & construction) & Lab Assistant (Technical).

The method of recruitment and the qualifications of the above categories are as indicated below:

## VIII. Highly Skilled Class-IV

Category	Mode of Recruitment	Feeder Category	Promotion Category
Line Inspector (Telephone & Wireless)	By direct recruitment Diploma Holder in Telecommunications	---	---
Lab. Assistant (Laboratory)	By direct recruitment Graduate in Science	---	---

## X. Highly Skilled Class-II

Category	Mode of Recruitment	Feeder Category	Promotion Category
Operator Special Grade (Operational & Construction Equipment)	By direct recruitment/ promotion from the category of Operator Grade-I, with 15 years experience as Operator on the particular type of machine or 10 years experience on the particular type of machine and possesses Technical Training certificate 5 years experience as Operator Grade-I	Operator Grade-I (Rs.9200-27000)	--
Mechanic Special Grade (Repairs)	By promotion from the category of Mechanic Grade-I, 5 years experience as Mechanic Grade-I	Mechanic Grade-I (Rs.9200-27000)	--

## XI. Highly Skilled Class-I

Photographer (Photography)	By promotion from the category of Dark Room Assistant pictures and possesses a good knowledge of developing and printing and enlarging black and white pictures and 10 years in photographic line.	Dark Room Assistant (Rs.9200-27000)	--
Assistant Foreman (Workshop & construction)	By promotion from the category of Special Grade Fitter/ Turner/Machinist with 5 years experience as Special Grade Fitter/Turner/ Machinist or must be a failed B.E. (Mechanical) candidate or passed diploma holder (Mechanical) with 2 years practical experience.	Special Grade Fitter (Rs.9200-27000)	--
Lab Assistant (Technical)	--	--	--

The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Line Inspector (Telephone & Wireless)	1010-1800	2195-4560	4190-8700	6195-14175	10900-31550
Lab. Assistant (Laboratory)	1050-1945	2195-4560	4190-8700	6195-14175	10900-31550
Operator Special Grade (Operational & Construction Equipment)	1050-1945	2195-4560	4190-8700	6195-14175	10900-31550

Category	1986	1993	1999	2005	2010
	Rs.				
Mechanic Special Grade (Repairs)	1050-1945	2195-4560	4190-8700	6195-14175	10900-31550
Photographer (Photography)	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Asst. Foreman (Workshop & Construction)	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Lab Assistant (Technical)			4190-8700	6195-14175	10900-31550
Master Driller	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Laboratory Asst.	1050-1945	2195-4560	4190-8700	6195-14175	10900-31550
Lab. Assistant	1050-1945	2195-4560	4190-8700	6195-14175	10900-31550
Mechanic Special Grade**	1010-1800	1875-3750	4190-8700	6195-14175	10900-31550

The existing scales are adequate. The Commission assigns a pay scale of Rs.21230-63010 corresponding to Rs.10900-31550 to the above posts.

#### **XI. Highly Skilled Class-I**

**Assistant Foreman (Repairs) : Rs.11530-33200**  
 No. of posts : 1

It is requested for proposed pay scale of Rs.26110-75390 to the above category by various associations.

The method of recruitment and the qualifications of the above category is indicated as below:

Category	Mode of Recruitment	Feeder Category	Promotion Category
Assistant Foreman (Repairs)	By promotion from the category of Special Grade Mechanic in the particular trade with 5 years experience as Special Grade Mechanic in the particular trade or must have appeared for the B.E. Degree examination in Mechanical or Automobile Engineering or its equivalent.	Special Grade Mechanic (Rs.10900-31550)	Foreman (Rs.12550-35800)

The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Assistant Foreman (Repairs)	1100-2050	2195-4560	4190-8700	6505-15025	11530-33200

The existing scales are adequate. The Commission assigns a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200 to the above post.

<b>XII. Supervisory Foreman</b>		
<b>(Telephones &amp; Wireless) *</b>	<b>:</b>	<b>Rs.11860-34050</b>
No. of posts	:	---

It is requested for proposed higher pay scale to the above category. The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Foreman (Telephones & Wireless)	--	--	4550-9600	6675-15500	11860-34050

The existing scales are adequate. The Commission assigns a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 to the above post.

## **XII. Supervisory:**

<b>Supervisor</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	--
<b>Doctor*</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	--
<b>Foreman (Repairs) *</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	--
<b>Foreman</b>		
<b>(Workshop and Construction)</b>	<b>:</b>	<b>Rs.12550-35800</b>
No. of posts	:	--

The method of recruitment and the qualifications of the above categories are as indicated below:

## **XII. Supervisory:**

Category	Mode of Recruitment	Feeder Category	Promotion Category
Supervisor	--	--	--
Doctor	--	--	--
Foreman (Repairs)	By promotion from the category of Assistant Foreman in the particular trade 5 years experience as Assistant Foreman in the particular trade or must have passed the B.E. (Mechanical) examination or its equivalent.	Assistant Foremen (Rs.10900-31550)	--
Foreman (Workshop and Construction)	By promotion from the category of Assistant Foreman 5 years experience as Assistant Foreman or must have passed B.E.(Mechanical) examination or its equivalent	Assistant Foremen (Rs.10900-31550)	--

It has requested proposed pay scale of Rs.34725-94890 to the categories of Supervisor and Doctor and a pay scale of Rs.27650-77640 for the remaining categories.

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Supervisor	---	---	4850-10250	7200-16925	12550-35800
Doctor	---	---	4850-10250	7200-16925	12550-35800
Foreman (Repairs)	1280-2440	2525-5390	4850-10250	7200-16925	12550-35800
Foreman (Workshop and Construction)	1280-2440	2525-5390	4850-10250	7200-16925	12550-35800
Hydro Geologist	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800
Geo Physicist	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800

The existing scales are adequate. The Commission assigns a pay scale of Rs.24440-71510 corresponding to Rs.12550-35800 to the above posts.

Project Establishment of Srisailam Project:

<b>Driller</b>	:	<b>Rs.7520-22430</b>
No. of posts	:	07
<b>Signal Man Grade-II</b>	:	<b>Rs.7520-22430</b>
No. of posts	:	01
<b>Signal Man Grade-I</b>	:	<b>Rs.7960-23650</b>
No. of posts	:	01
<b>Fitter Grade-II (Repairs)</b>	:	<b>Rs.7520-22430</b>
No. of posts	:	10
<b>Operator Grade-III (OCE)</b>	:	<b>Rs.7740-23040</b>
No. of posts	:	01

There are no requests regarding for enhancement pay scales.

The existing pay scales are adequate. The Commission assigns corresponds pay scales of the following categories as against each post.

Driller	:	Rs.14600-44870, corresponding to Rs.7520-22430
Signal Man Grade-II	:	Rs.14600-44870, corresponding to Rs.7520-22430
Signal Man Grade-I	:	Rs.15460-47330, corresponding to Rs.7960-23650
Fitter Grade-II (Repairs)	:	Rs.14600-44870, corresponding to Rs.7520-22430
Operator Grade-III (OCE)	:	Rs.15030-46060, corresponding to Rs.7740-23040