



**REPORT OF**  
**11<sup>th</sup> PAY REVISION COMMISSION**  
**ANDHRA PRADESH**  
**2020**  
**Volume-V**



**ASUTOSH MISHRA, IAS (Retd.)**  
**Pay Revision Commissioner**





**REPORT OF**  
**11<sup>th</sup> PAY REVISION COMMISSION**  
**ANDHRA PRADESH**  
**2020**  
**Volume-V**

**ASUTOSH MISHRA, IAS (Retd.)**  
**Pay Revision Commissioner**



# INDEX

Sl. No.	Subject	Page No.
(1)	(2)	(3)
<b>A.</b>	<b>Constitution of Pay Revision Commission and Terms of Reference</b>	
1.	G.O.Ms.No.75 General Administration (SC-A) Department Dated: 28.05.2018 (Constitution of Pay Revision Commission)	1
2	G.O.Rt.No.566, General Administration (SC-A) Department Dated: 17.03.2020. ( New terms and extension of term of PRC)	4
4.	G.O.Rt.No.1450, General Administration (SC-A) Department Dated: 17.09.2020. (extension of term of PRC)	6
<b>B.</b>	<b>Pay Revision Commissioner and Secretariat</b>	
<b>C.</b>	<b>Invitation for suggestions and representations</b>	
1.	D.O. Letter to Commissioner Information and Public Relations	8
2.	Press Note	9
3.	Covering Letter	11
4.	Questionnaire	12
<b>D.</b>	<b>D.O. Letters to Heads of Departments</b>	
1.	Request to appoint Liaison Officers - Government Departments	29
2.	Request to appoint Liaison Officers - Universities	30
3.	Request to furnish information about the structure of the Department in prescribed (four) formats	31
4.	Request to furnish information on perquisites and certain facilities like Rent Free Accommodation etc.	39
5	Request for views on continuation as well extending Fixed Travelling Allowance to new categories	41
6.	Request to furnish information on continuation as well extending the benefit of Risk Allowance and Uniform Allowance to new categories	43
<b>E.</b>	<b>Processing of Request</b>	
1.	Analytical Statement format	44

<b>Sl. No.</b>	<b>Subject</b>	<b>Page No.</b>
(1)	(2)	(3)
<b>F.</b>	<b>Visit of PRC to Districts</b>	45
<b>G.</b>	<b>Meetings with Associations and Heads of the Departments</b>	
1	Invitation	46
2	Meeting Schedule	48
<b>H.</b>	<b>List of Responses to the Questionnaire and Representations Submitted to the Pay Revision Commission.</b>	61
<b>I.</b>	<b>Government Orders sanctioning Interim Relief</b>	
1.	G.O. Ms. No.60, Finance (PC & TA) Department, Dated: 06.07.2019.	73
2.	G.O. Ms. No.61, Finance (HR-3 - Pension - I) Department, Dated: 18.07.2019.	76

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

Appointment of 11<sup>th</sup> Pay Revision Commission – Orders – Issued.

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**GENERAL ADMINISTRATION (SC.A) DEPARTMENT**

G.O. Ms. No.75

Dated: 28-05-2018

Read the following:-

1. From the Chairman, Joint Action Committee of Employees, Teachers, Workers and Pensioners, Andhra Pradesh, Vijayawada Memorandum Dated: 27.09.2017.
2. From the President, Andhra Pradesh Non-Gazetted Officers' Association, Vijayawada Memorandum Dated: 04.11.2017.
3. From APJAC of Employees, Teachers, Workers and retired employees Associations (AP JAC Amaravati) representation, Dated: 14.09.2017.
4. From the President, Andhra Pradesh Secretariat Association, Velagapudi Letters Dated: 28.08.2017 and 05.03.2018.
5. From the Finance (PC.I) Department e-file bearing No. FIN- 33024/29/2017-SO (HR IV)-FINANCE, dated: 09.05.2018.
6. G.O.Ms.No.72, General Administration (SC.A) Department, Dated: 18.05.2018.

<<0>>

**ORDER:**

In supersession of the orders issued in the G.O. 6<sup>th</sup> read above, the following orders are issued:

1. The Pay Scales of the State Government employees were revised with effect from 01.07.2013 with monetary benefit from 02.06.2014. The Joint Action Committee of Employees, Teachers, Workers and Pensioners, Andhra Pradesh, Vijayawada; the Andhra Pradesh Non-Gazetted Officers' Association, Vijayawada; the APJAC of Employees, Teachers, Workers and retired employees Associations (AP JAC Amaravati); the Andhra Pradesh Secretariat Association and other Service Associations have represented for constitution of 11<sup>th</sup> Pay Revision Commission for the State Government employees. The Government have considered the representations and after careful examination, have decided to constitute the 11<sup>th</sup> Pay Revision Commission for the State Government employees.
2. Accordingly, Government hereby constitute the 11<sup>th</sup> Pay Revision Commission. Orders for appointment of Pay Revision Commissioner will be issued in due course.
3. The terms of reference of the Commission shall be as follows:
  - (i) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of the State Government, Local Bodies and Aided Institutions, Non-teaching staff of the Universities including Acharya N.G. Ranga Agricultural University, Jawaharlal Nehru Technological University, Work charged employees and full-time contingent employees, which have a financial bearing taking into

account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;

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

- (ii) To examine as to what extent the existing DA may be merged in pay and, to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.
- (iii) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.
- (iv) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed, desirable with regard to their rates, terms and other conditions which should govern them in future.
- (v) To examine and review the existing pension structure for pensioners, and make recommendations which may be desirable and feasible.
- (vi) Review of the existing human resources of all departments in tune with the contemporary requirements including contract/outsourcing personnel particularly in the context of State bifurcation.
- (vii) To give its recommendations on any other matter referred to it by the State Government during the tenure of its office.
- (viii) In formulating its recommendations, the Commission may take in to account the overall financial position of the State.

4. The Pay Revision Commission may lay down its own procedure for receiving representations, examining witnesses and calling for information. The Departments of Secretariat and Heads of Departments shall furnish all necessary information as and when required by the Pay Revision Commission and extend such co-operation and assistance as may be required by him.

5. The Pay Revision Commission will ordinarily function from Velagapudi, but may tour within or outside, the State, if necessary.



6. The Pay Revision Commission will submit its report to the Government within a period of one year from the date of assumption of charge of the Pay Revision Commissioner.

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

**DINESH KUMAR**  
CHIEF SECRETARY TO GOVERNMENT

To

The Special Chief Secretary to Government, Finance Department.

The Secretary to Government (F.P), Finance Department.

The Pay and Accounts Officer, Andhra Pradesh, Vijayawada.

The Accountant General, A.P., Hyderabad.

All Special Chief Secretaries/Principal Secretaries/Secretaries/Ex-Officio Secretaries to Government.

All Heads of Departments/Collectors & District Magistrates.

The Registrar, A.P. High Court, Hyderabad.

The Registrars of all Universities.

All Recognised Service Associations.

The General Administration (SW)/Estt.I/Estt.II/Poll.B) Department.

The Finance Department

Copy to:

All Departments in Secretariat.

The Special Chief Secretary/Principal Secretary/Secretary/Additional Secretary to the Chief Minister.

The P.S. to All Ministers

The P.S. to Chief Secretary/Secretary (Poll)/Joint Secretary (AIS).

The Finance (PC.I) Department, A.P. Secretariat, Velagapudi.

SF/SCs.

**GOVERNMENT OF ANDHRA PRADESH**  
**ABSTRACT**

PUBLIC SERVICES - 11th Pay Revision Commission - Study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) and extension of term of the Commission for a further period of two months upto 31<sup>st</sup> March, 2020 - Orders - Issued.

=====

**GENERAL ADMINISTRATION (SC.A) DEPARTMENT**

G.O. Rt .No. 566

Dated: 17-03-2020

Read the following:-

1. G.O. Ms. No. 75, General Administration (SC.A) Department, dt.28.5.2018
2. G.O. Rt. No. 1451, General Administration (SC.A) Department, dt.03.7.2018
3. G.O. Rt. No. 1499, General Administration (SC.A) Department, dt.04.7.2019
4. G.O. Rt. No. 2306, General Administration (SC.A) Department, dt.17.10.2019
5. G.O. Rt. No. 2806, General Administration (SC.A) Department, dt .12.12.2019
6. From the Finance (HR) Department, e-file bearing No. FIN01- HR0PCTA (RPRC)/51/2019-PC-TA, dated 02.03.2020.

\*\*\*\*

**ORDER:**

In the circumstances reported in the reference sixth read above, in continuation of the orders issued in the reference 1st read above, the matter of study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) is hereby referred to 11th Pay Revision Commission for its recommendations.

2. The terms of reference of the Commission in respect of the matter of study of the pay structure and other service matter of Public Transport Department employees (formerly APSTRC) shall be as follows:

- (a) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of Public Transport department which have a financial bearing taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;
- (b) To examine as to what extent the existing DA may be merged in pay and, to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.
- (c) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.
- (d) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed,

desirable with regard to their rates, terms and other conditions which should govern them in future.

- (e) To examine and review the existing pension structure for pensioners, and make recommendations which may be desirable and feasible.
- (f) In formulating its recommendations, the Commission may take into account the overall financial position of the State.

3. Further, the term of the 11th Pay Revision Commission and the appointment of Sri Ashutosh Mishra, IAS (AP:1981) (Retd.) as Pay Revision Commissioner is also extended for a further period of (2) two months up to 31.03.2020, on the same terms and conditions issued earlier.

4. This order issues with the concurrence of Finance Department vide their U.O.No. FIN01-HROPCTA(RPRC)/51/2019-PC-TA, dated:02.03.2020.

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

**NILAM SAWHNEY**  
CHIEF SECRETARY TO GOVERNMENT

To

Sri Ashutosh Mishra, IAS (AP:1981) (Retired), Pay Revision Commissioner.

The Principal Finance Secretary to Government.

The Finance (HR-PC) Department.

The Pay & Accounts Officer, A.P., Vijayawada.

The Accountant General, A.P., Vijayawada.

Copy to:

All the Departments of Secretariat.

All the Heads of Departments / Collectors & District Magistrates.

The Registrar General, High Court of A.P., Amaravati.

The Registrars of all the Universities in the State.

All the Recognised Service Associations.

The P.Ss to all Ministers.

The Principal Advisory / Additional Chief Secretary / Principal Secretary / Additional Secretary to Chief Minister.

The P.S. to the Chief Secretary to Government.

The P.S. to Principal Secretary to Government (Political).

SF/SCs

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

PUBLIC SERVICES – 11<sup>th</sup> Pay Revision Commission – Extension of term up to 30.09.2020  
– Orders – Issued.

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**GENERAL ADMINISTRATION (SC.A) DEPARTMENT**

G.O. Rt. No. 1450

Dated: 17-09-2020

Read the following:-

1. G.O. Ms. No. 75, General Administration (SC.A) Department, dt.28.5.2018.
2. G.O. Rt. No. 1451, General Administration (SC.A) Department, dt.03.7.2018.
3. G.O. Rt. No. 1499, General Administration (SC.A) Department, dt.04.7.2019.
4. G.O. Rt. No. 2306, General Administration (SC.A) Department, dt.17.10.2019.
5. G.O. Rt. No. 2806, General Administration (SC.A) Department, dt.12.12.2019.
6. G.O. Rt. No. 566, General Administration (SC.A) Department, dt.17.3.2020.
7. G.O. Rt. No. 740, General Administration (SC.A) Department, dt.28.04.2020.
8. From the Finance (HR) Department, e-file bearing No. FIN01- HR0MISC/06/2019 - PRC-I, dated 06.07.2020.
9. From the Finance (HR) Department, e-file bearing No. FIN01-HR0PCTA/7/2020-MLO-PRC, dated 29.08.2020.

<0>

**ORDER:**

In view of the circumstances reported in the reference 9th read above, the term of the 11th Pay Revision Commission, is hereby extended up to 30.09.2020, on the same terms of reference issued in the G.O. 1st read above. The term of appointment of Sri Ashutosh Mishra, IAS (AP:1981) (Retd.) as Pay Revision Commissioner is also extended up to 30.09.2020, on the same terms and conditions issued in the G.O. 2nd read above.

2. This order issues with the concurrence of Finance Department vide their U.O. No. FIN01-HR0PCTA/7/2020-MLO-PRC, dated 29.08.2020.

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

**NILAM SAWHNEY  
CHIEF SECRETARY TO GOVERNMENT**

To

Sri Ashutosh Mishra, IAS (AP:1981) (Retd.) Pay Revision Commissioner

The Prl. Finance Secretary to Government, Finance Department.

The Secretary to Government (Budget & HR)), Finance Department.

The Spl. Secretary to Government (RM&IF), Finance Department.

The Pay and Accounts Officer, Andhra Pradesh, Vijayawada.

The Accountant General, A.P., Vijayawada.

All Special Chief Secretaries/Principal Secretaries/Secretaries/Ex-Officio Secretaries to Government.

All Heads of Departments/Collectors & District Magistrates.

The Registrar, A.P. High Court, Amaravati.

The Registrars of all Universities.

All Recognised Service Associations.

The General Administration (SW)/Estt.I/Estt.II/Poll.B) Department.

The Finance Department.

**Copy to:** All Departments in Secretariat.

The Special Chief Secretary/Principal Secretary/Secretary/Additional Secretary to the Chief Minister.

The P.S. to All Ministers

The P.S. to Chief Secretary/Secretary (Poll)/Joint Secretary (AIS).

The Finance (PC.I/HR) Department, A.P. Secretariat, Velagapudi.

SF/SCs

**PAY REVISION COMMISSIONER AND SECRETARIAT**

<b>Sl. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Reference</b>
<b>Sri/Smt.</b>			
1.	Asutosh Mishra IAS (Retd)	Pay Revision Commissioner	G.O. Rt. No. 1451 GA (Spl A) Dept. Dated 03.07.2018
2.	K.V.S.K.S. Papa Rao	Secretary to PRC	G.O. Ms. No. 75, Finance (HR II) Dept., Dated 04.06.2018 read with O.O. 18, Finance (OP I) Dept., dated 15.06.2018, G.O.Rt.No.1297, Finance (OP-I) Department Dated 18.6.2018 and G.O. Rt. No. 1534 Finance (OP I) Department dated 26.07.2018
3.	B. Srinivasulu	Assistant Secretary to Govt.	
4.	K. Pardhasaradhi	Assistant Secretary to Govt.	
5.	S. Parankusam Naidu	Assistant Secretary to Govt.	
7.	B. Madhavi	Assistant Secretary to Govt.	
7.	Kuriti Bhushan Rao	Section Officer	
8.	R.V.S.N. Murty Chialukuri	Section Officer	
9.	N.A.V Rama Rao	Superintendent/PS to PRC	
10.	Nosina Hari Kumar	Data Entry Operator	
11.	B.A. Mahalakshmaiah	Driver	
12.	P. Nagaraju	Driver	
13.	Palepu Shanmukha Rao	Driver	
14.	I. Parasuram Naik	Office Subordinate	
15.	B. Buchanna	Office Subordinate	
16.	V.L.N. Prasad	Office Subordinate	
17.	K. Surya Jagadeesh	Office Subordinate	
18.	B. Rama Rao	Office Subordinate	
19.	Bandi Divya Raina	Office Subordinate	
<b>External Support</b>			
1.	Ch.V.N. Malleswara Rao	Additional Secretary to Govt., Finance Department	
2.	D. Madhusudahana Reddy	Assistant Secretary to Govt., Finance Department	
3.	P. Nageswara Rao	Section Officer, Finance Department	
4.	Shaik Jawahar Muneer	Section Officer, Finance Department	
5.	K.Bhagya Naga Raju	Section Officer, Finance Department	
6.	Yendrapally Krupa Rao	Section Officer, Skill Development Department	
7.	Chintoti Subba Rao	Assistant Section Officer, Finance Department	
8.	B. Sobhan	Consultant, Finance Department	
9.	Katta Hari Krishna	Data Processing Officer, Finance Department	
10.	K. Siva Ram Kumar	Data Processing Officer, Finance Department	
11.	Kodali Balakrishna	Data Processing Officer, Finance Department	
12.	P. Abdullah	Project Manager, APCFMS	
13.	Rizwan Pasha	Project Manager, APCFMS	
14.	Balakrishna	Assistant Project Manager, APCFMS	
15.	D. Krishna Prudhvi	System Administrator, APCFMS	

**K.V.S.K.S. PAPA RAO**  
Secretary to Pay Revision Commission



Room No. 292, First Floor,  
Second Building, A.P. Secretariat,  
Velagapudi, AMARAVAT -522 238  
Phone: 0863-2442552, Cell: 90100 11138  
E-mail: secytoprc-11@apfinance.gov.in

**11<sup>th</sup> PAY REVISION COMMISSION**

**D.O. letter No.52021/2/2018/PRC-I/2018 Dated: 20<sup>th</sup> July, 2018**

Dear Sir,

Sub:- Pay Revision Commission – Issue of Press Note – Reg.

Ref:- G.O.Ms.No.75, General Administration (SC.A) Department, dated 28.05.2018

\* \* \*

I enclose two copies of Press Note relating to constitution of 11<sup>th</sup> Pay Revision Commission by the State Government along with its terms of reference. I request you to kindly arrange to get it published by giving wide publicity in all the newspapers in English and Telugu which are in circulation throughout the State as well as in the electronic media at the earliest.

Regards,

Yours sincerely,

**(K.V.S.K.S. PAPA RAO)**  
Secretary to Pay Revision Commission

Encl: Two copies of press Note.

To  
Sri **S. Venkateswar**, I.I.S,  
Commissioner,  
Information and Public Relations Department  
NTR Administrative Building, APSRTC,  
Vijayawada.

## PRESS NOTE

The Government of Andhra Pradesh constituted 11<sup>th</sup> Pay Revision Commission in G.O.Ms.No.75, General Administration (SC-A) Department, Dated: 28-05-2018 with the following terms of reference.

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

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

*(ii) To examine as to what extent the existing DA may be merged in pay and, to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.*

*(iii) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies that have arisen during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.*

*(iv) To examine the need for various Special Pays, Compensatory and various other Allowances and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed, desirable with regard to their rates, terms and other conditions which should govern them in future.*

*(v) To examine and review the existing pension structure for pensioners, and make recommendations which may be desirable and feasible.*

*(vi) Review of the existing human resources of all departments in tune with the contemporary requirements including contract/outsourcing personnel particularly in the context of State bifurcation.*

*(vii) To give its recommendations on any other matter referred to it by the State Government during the tenure of its office.*

*(viii) In formulating its recommendations, the Commission may take in to account the overall financial position of the State.*

*The Pay Revision Commission may lay down its own procedure for receiving representations, examining witnesses and calling for information. The Departments of Secretariat and Heads of Departments shall furnish all necessary information as and when required by the Pay Revision Commission and extend such co-operation and assistance as may be required by him”.*

2. Suggestions and views on any or all the terms of the reference are invited from all those who would like to share their views with the Commission. The service Organizations, Associations, Pensioners’ Associations and individuals of the State Government, Local Bodies including Zilla Grandhalaya Samsthas, Aided Institutions, Universities including Jawaharlal Nehru Technological and Acharya N.G. Ranga Agriculture University can submit representations, Memoranda etc., on any of their grievances falling within the purview of the above terms of reference on or before **30<sup>th</sup> August, 2018** to the following address.

To  
The Pay Revision Commissioner,  
11<sup>th</sup> Pay Revision Commission,  
Room No. 187, Ground Floor,  
Fourth Building, Secretariat, Velagapudi  
Amaravaathi -52238

OR  
The Secretary to Pay Revision Commission,  
11<sup>th</sup> State Pay Revision Commission,  
Room No.292, First Floor, Second Building,  
A. P. Secretariat, Velagapudi,  
AMARAVATI 522237.  
Email address:apprc-11@apfinance.gov.in



**GOVERNMENT OF ANDHRA PRADESH  
11<sup>TH</sup> PAY REVISION COMMISSION**

**LETTER NO. 52010/18/2018/PRC -I/ Dated 25.07.2018**

From  
Sri K.V.S.K.S. PAPA RAO  
Secretary to Pay Revision Commission  
Room No. 292 First Floor  
Second Building, Secretariat  
VELAGAPUDI, AMARAVATI

To

Sub:- PRC – 11<sup>th</sup> Pay Revision Commission – Issue of Questionnaire –  
Press Statement – Reg.

\*\*\*

I enclose the Questionnaire issued by the Pay Revision Commissioner inviting suggestions on the matters relating to Pay Packet and related matters. The Questionnaire is available on the A.P. Finance Department Portal as well. I request you to share your views on the issues included in the questionnaire on or before 31<sup>st</sup> August, 2018.

Yours faithfully,



(K.V.S.K.S. PAPA RAO)  
Secretary to Pay Revision Commissioner

## **QUESTIONNAIRE**

### **BACK GROUND**

Salary or Pay is a pre-determined monetary compensation paid at fixed intervals to the employees by the employer in return for the work performed. In a typical formal organization the employees also enjoy certain benefits from out of the service conditions under which they are employed viz. Career Advancement Scheme, Retirement Benefits, Special Allowances etc. Since we are living in dynamic times the structure of the pay packet as well as some of the service conditions need to be periodically revised and adjusted to adequately take care of the changing working environment, e.g. rise in the cost of living, increasing demands of the job performed, need for up-gradation of employees skill levels as well as the evolving aspirational levels of the employees. To examine these aspects, the Andhra Pradesh State Government has been constituting Pay Revision Commissions at 5/6 yearly intervals. The 11<sup>th</sup> such PRC was recently constituted by the Government to inter alia determine the principles which should govern the emoluments and service conditions of the employees of the State Government, Local Bodies, Aided institutions, Non-teaching staff of State Universities, Work Charged employees and full-time contingent employees duly taking into account the total package of the benefits available to them.

The core components of the pay/pension packet of a Government employee consist of (1) Basic Pay, (2) Dearness Allowance/Dearness Relief and (3) House Rent Allowance and City Compensatory Allowance depending upon the station (not applicable to pensioners). While Basic Pay/Pension and Special Allowances get revised periodically once in 5/6 years based on the recommendations of the PRC and the decision of the Government thereon, Dearness Allowance/Relief (DA/DR) provides for a concurrent compensation to take care of the fluctuations in the cost of living index as captured in the twelve monthly moving average of the All India Consumer Price Index for the Industrial Workers and computed by the Labour Bureau, Shimla. The House Rent Allowance (HRA) takes care of the expenditure incurred by the employee on housing and City Compensatory Allowance takes care of higher cost of living in selected cities. The Special Allowances render a financial support to the employees for performing jobs of special or arduous nature or those involving elements of risk and employees who deserve special support e.g – Differently Abled employees. Needless to say, all components of the pay and allowances packet need to be reviewed comprehensively in a holistic manner so as to take care of the changing working environment.

The State of Andhra Pradesh had earlier constituted ten Pay Revision Commissions. An Anomalies/Regrouping Committee followed the 1986 Pay Revision while Anomalies Committees followed the 1993, 1999, 2005 and 2010 Pay Revisions.

The concept of Master Scale was first time introduced by the 1993 Pay Revision Commission. The Pay Scales identified for different categories of posts are only segments of the Master Scale. The subsequent Pay Revision Commissions have also found merit in adopting and continuing the concept of Master Scale. Among others, the last (10<sup>th</sup>) Pay Revision Commission recommended for:-

- A minimum pay of Rs.13000/- and maximum pay of Rs.1,10,850 and thus the ratio between minimum and maximum worked out to 1:8.527

- Continuance of the Master Scale with progressively rising increments (in absolute terms).
- Continuance of the Automatic Advancement Scheme on completion of 6, 12, 18 and 24 years.
- Continuance of Special Pays and other allowances keeping in view the rationale adopted by the earlier Commissions.
- Sanction of five stagnation increments.

Now the following QUESTIONNAIRE is designed to elicit your views on the pay structure and related matters which come under the purview of terms of reference of the 11<sup>th</sup> Pay Revision Commission.

## QUESTIONNAIRE

### PART I

#### PAY, ALLOWANCES AND OTHER SERVICE CONDITIONS A. GENERAL PRINCIPLES GOVERNING PAY SCALES AND ALLOWANCES

##### 1. Minimum and Maximum Pay

The Ninth and Tenth State PRCs as well as the Seventh Central PRC have laid emphasis on determining a Minimum Pay which enables a Government employee to live with reasonable level of material comfort and dignity for his/her family. For this purpose the Commissions have relied upon the norms prescribed by the Indian Labour Conference (ILC) for determining a need-based Minimum Wage. To this, the Tenth State PRC have added a percentage component to neutralize the expenditure on new items such as on transportation, recreation, festivals etc. In the context of the above, the PRC would like to know your considered views on the following issues:

- (a) What should be the basis for determining the Minimum and Maximum Pay
- (b) Based on above what should be the Minimum Pay: Rs.\_\_\_\_\_, and Maximum Pay: Rs.\_\_\_\_\_.
- (c) Ratio between the Minimum and Maximum Pay \_\_\_\_\_?  
What is the rationale?

##### 2. Scale of pay:

As you are aware every post carries a scale of pay with a minimum of the scale, annual increments and maximum. At present the concept of Master Scale is in vogue and every individual pay scale is a segment of the Master Scale. However a pay scale determines the minimum and maximum pay applicable to any particular post and affords a measure of horizontal comparison among employees occupying posts across different Departments. Hence successive Pay Revision Commissions and Anomalies Committees have been analyzing the pay scales.

- (a) Please indicate your views on the fixation of pay-scale for each category of post.
- (b) In your view what should be the parameters for determining the pay scale for a particular category?
- (c) If you are representing a Service Association or heading a department what scales do you suggest for the categories you are representing or the categories under your control based on the parameters mentioned above. Give justification.

**3. Master Scale:**

- (a) Do you suggest continuation of Master Scale concept? - Yes/No
- (b) If yes, do you suggest continuation (Tick any of the box indicating your view).  
As it is  with modifications
- (c) In case you advocate for continuation with modifications what modifications you would like to suggest?
- (d) Are the existing 32 grades of scales of pay adequate? - Yes/No
- (e) If 'No', how many grades of scales do you suggest?

**4. Fitment:**

- (a) In the Central Government, during the earlier pay revisions fitment used to be allowed for fixation of pay in the Revised Pay Scales. So is the case with the State Government. In the light of the above, what is your opinion on fitment?
- (b) Should it be (Tick your choice)
- i) A percentage of pay
- ii) Increments based on service
- (c) Quantum/percentage of fitment Rs. \_\_\_\_\_/\_\_\_\_\_%

**5. Increment**

- (a) State Government employees are now getting annual increments at a rate starting from 3.00% at the lowest point in the Master Scale and then tapering off to 2.5% at its highest level. Do you think this is appropriate?  
Yes/No
- (b) If your opinion is "No" then what should be the quantum of increment? The rationale behind your suggestion may please be indicated.
- (c) Is it desirable to introduce differential rate of increment linking it to performance? - Yes/No
- (d) If "Yes", then what should be the mechanism followed to assess performance?

## **6. Common Categories**

The common categories are those categories of posts which exist in almost all departments with similar nature of duties and qualifications such as posts belonging to the Andhra Pradesh Last Grade Service, Andhra Pradesh Ministerial Service etc.

(a) Do you suggest continuation of categorization of Common Categories?  
Yes/ No

(b) If yes do you suggest continuation (Tick any of the box indicating your view)

As it is  with modifications

(c) In case you advocate for continuation with modifications what would be the modifications you suggest such as bringing some more posts in the fold of Common Categories?

## **7. Stagnation increments**

(a) According to one school of thought, the system of shifting an employee, when he/she reaches the maximum of pay scale, to the next pay scale is a good practice as it will give a sense of satisfaction to the employee that he/she is in a better scale and also continues to draw increments uninterrupted. In the light of this, do you support sanction of stagnation increments or shift to the next scale on reaching the maximum of the scale? (Tick any of the box indicating your view)

Stagnation increments  Shift to next scale

(b) If you support sanction of stagnation increments whether the existing provision of five increments is proper?  
Yes/No

(c) If "No" how many increments do you suggest?

(d) In case you advocate continuation of stagnation increments with modifications what would be the modifications you suggest?

(e) Should sanction of stagnation increments be continued even after the introduction of Automatic Advancement Scheme at reduced intervals of 6/12/18/24 years, which serves the larger interest of the employees?

(f) In case you support shifting to next scale, please give your justification.

(g) Please indicate the number of employees under your control who are receiving more than three and who have exhausted five stagnation increments.

**8. Outsourcing staff:**

(a) Do you support the policy of outsourcing of certain categories of staff in addition to the staff working under Work Charged establishment, Daily Wage and Contingent (full time/part time) establishment? Yes/No

(b) If yes do you suggest continuation (Tick any of the box)

As it is  with modifications

(c) In case you advocate continuation with modifications what modifications would you like to suggest for such outsourcing of services?

**B. AUTOMATIC ADVANCEMENT SCHEME**

Government have introduced the Automatic Advancement Scheme in 1981. The successive PRCs have recommended for continuance of the scheme suggesting some modifications and the scheme is being implemented accordingly. The Central Government has also been implementing the Modified Assured Career Progression (MACP) Scheme which is similar to the Automatic Advancement Scheme in vogue in the State Government, the frequency of promotion however being less (10/20/30 years)

9. (a) In view of the above, do you suggest continuation of Automatic Advancement Scheme? -- Yes/No

(b) If "Yes", do you suggest continuation (Tick any one of the box indicating your view)

As it is  with modifications

(c) In case you advocate continuation with modifications what modifications you would like to suggest?

10. (a) Do you feel the revised AAS frequency of 6/12/18/24 years is appropriate? Yes/No

If "Yes", do you suggest continuance

As it is  with modifications

(b) Nature of modification suggested, if any

11. (a) Do you support the existing system of limiting the automatic promotion scales to the Special Grade after 6 years, SPP-IA/SAPP-IA (after 12years), SPP-IB/SAPP-1B (after 18 years) and SPP-II/SAPP-II (after 24 years)? Yes/No

(b) If "no", what are your suggestions?



### **C. SPECIAL PAYS AND COMPENSATORY ALLOWANCES & MEDICAL FACILITIES ETC.**

As a general principle, while assigning a pay scale to a particular post the entry level qualifications, nature of duties assigned, jurisdiction and span of control etc. are taken into consideration. Another school of thought is that the pay scale should be assigned for normal duties only but when the job requires some duties which is out of the ordinary, e.g. demands special skills or work of arduous nature or involves risk or where the employee has to work in remote areas etc. there should be compensation by way of special pay or special allowance.

12. (a) Do you support sanction of Special Pay? Yes/ No
- (b) If "Yes", indicate the category(s) of post(s) for which Special Pay is suggested, reason(s) there for and quantum of such Special Pay.
- (c) Or should the pay structure alone take care of it, and if so what should be that pay structure, category-wise?

#### **13. Dearness Allowance**

At present the State Government is sanctioning Dearness Allowance twice a year, on first January and first July, as in the case of Central Government employees. The successive PRCs have been recommending a conversion formula to ensure that the quantum of Dearness Allowance sanctioned is commensurate with what is sanctioned by the Government of India in respect of the Central Government employees.

Do you feel the present system is apt? If not, please indicate suitable suggestions/ modifications.

#### **14. City Compensatory Allowance (CCA)**

- (a) Do you feel that the present system of City Compensatory allowance based on pay ranges and classification of cities is adequate or inadequate? If inadequate, please indicate suitable suggestions / modifications.
- (b) Based on the recommendations of 6<sup>th</sup> C.P.R.C and endorsed by the 7<sup>th</sup> C.P.R.C., the Central Government employees are being sanctioned Transport Allowance duly abolishing CCA. Do you feel Transport Allowance may also be sanctioned to the State Government employees in lieu of CCA. If so, indicate suitable suggestions / modifications.

#### **15. House Rent Allowance (HRA)**

- (a) At present HRA is being paid based on classification of cities/ towns on population basis and subject to a maximum ceiling. Do you feel that the existing classification of cities/towns is alright for sanction of House Rent Allowance? Yes/No
- (b) If "No", what classification of cities for the purpose of House Rent Allowance would you like to suggest for various places?

16. (a) Do you feel the existing rates of House Rent Allowance are adequate?  
Yes/No
- (b) If "No", suggest the rate or quantum of H.R.A to be paid at various places and the justification thereof.
17. (a) In the State the prescribed classification of cities/ towns for the purpose of application of rates of HRA is also admissible to the places located within 8 kms. distance from the periphery of the qualified cities/towns. Do you advocate continuance of the existing system?  
Yes/No
- (b) If "No", what is your suggestion on this?

**18. LTC and other Allowances:**

- (a) Do you feel that the existing system of Leave Travel Concession is appropriate?  
Yes/No
- (b) If "No", suggest modifications, duly justifying the same.
19. (a) Do you think the present system of sanction of Tour T.A., Daily Allowances, Transfer T.A, F.T.A, other than Special Pay or perquisites either in cash or in kind is adequate?  
Yes/No
- (b) Do you think the present system of sanction of Uniform Allowance, Risk Allowance, Conveyance Allowance, any Special Allowance etc. other than Special Pay or Perquisites, either in cash or in kind, and their quantum is adequate?
- (c) If "No", suggest modifications duly justifying the same.

**20. Medical facilities:**

- (a) Do you think the existing medical facilities available under the Employee Health Scheme (EHS) which envisages cashless treatment on the basis of Employee Health Cards in respect of Government employees is adequate?  
Yes/No
- (b) If no, indicate your suggestions for their modification duly justifying them.
- (c) Do you have any other alternative suggestions to improve the Medical facilities for the employees?

**21. Obsequies Charges**

- (a) Is the quantum of obsequies charges being paid at present, in the case of death of a government employee, adequate?  
Yes/No.
- (b) If "No" suggest any modifications with justification

**PART II**  
**PENSION STRUCTURE**

One of the terms of reference of the Pay Revision Commission (PRC) is to examine and review the existing structure of benefits for pensioners and make recommendations which may be desirable and feasible.

At present the A.P. Revised Pension Rules, 1980, as amended from time to time, govern the pensionary benefits. Government have been sanctioning Pension based on the last pay drawn. The minimum qualifying service to get pension is 10 years. Government allows a weightage of up to 5 years for superannuation pension and for voluntary retirement. In either case, the maximum qualifying service is 33 years for getting full pension i.e. 50% of pay drawn at the time of retirement.

Basing on the recommendation of the Pay Revision Commission 2015 Government have reviewed the pension structure and granted a minimum pension of Rs.6500/- a month. The commutation of pension continues to be @ 40% of basic pension and no change was made in the existing provision regarding restoration of commuted portion of pension after 15 years. The maximum limit of Retirement Gratuity was recommended to be enhanced from Rs.8,00,000/- to Rs.12,00,000/- and the same has been accepted by the Government. For the purpose of calculating gratuity, Basic Pay as well as D.A. are being taken into account.

22. (a) In the light of the above, do you consider that the existing Pension scheme is sufficient? Yes/No  
(b) If "No" what modifications you would like to suggest?
23. (a) Do you think the present structure and quantum of pension, family pension, and retirement gratuity require any modification? Yes/No  
(b) If "yes" what modifications would you like to suggest?  
(c) Whether the existing ceiling on Retirement Gratuity is adequate or do you suggest any enhancement?
24. (a) Is the present limit regarding commutation of pension and the time prescribed for its restoration appropriate? Yes/No  
(b) If "No" what modifications do you suggest?
25. (a) Does the present scheme of Voluntary retirement require any modification? Yes/No  
(b) If "Yes" suggest modifications.
26. (a) Is the weightage of 5 years of service allowed on superannuation/ voluntary retirement justified? Yes/No  
(b) Suggest modifications, if any.

**27. Additional Quantum of Pension:**

- (a) Do you feel that the additional quantum of pension allowed above the age of 75 years to 100 years or more is adequate? Yes/ No
- (b) If "No", suggest the modifications.
28. Is the quantum of death relief i.e., a lumpsum amount equal to one month's pension subject to minimum of Rs.15,000/- to the pensioners/ nominees paid at present adequate? Yes/No
- (b) If "No" what are the suggestions you would like to make?
29. (a) The pensioners are being compensated towards the rise in the cost of living by way of Dearness Relief on pension/family pension at the same rate as sanctioned to the serving employees. Is it adequate? Yes/No
- (b) If "No" suggest modifications?
30. (a) Do you think the existing procedure for verifying service, submission of pension papers, issue of PPO/GPO by A.G. etc. require any modification? Yes/No
- (b) If "Yes" suggest modifications?
31. (a) Do you consider the quantum of anticipatory/provisional pension is adequate? Yes/No
- (b) If "No" suggest modifications?
32. (a) There is a need to provide medical facilities to the pensioners who have served the Government. Do you consider that the existing medical facilities are adequate? Yes/No
- (b) Do you feel that the Health Card System is convenient? Indicate your view.
- (c) If "No", suggest modifications duly justifying the same.
- (d) Do you have any other suggestions for extending better medical care to pensioners?

**33. Financial Assistance:**

At present Financial Assistance is admissible to such of the survivors to whom neither service pension nor family pension is admissible i.e., teachers and Non-Teaching Staff of Aided Educational Institutions and ex-District Boards who retired or died while in service prior to 01-04-1961. As per the recommendations of 10<sup>th</sup> PRC, a minimum of Rs.6,500/- p.m. is being sanctioned as Financial Assistance without Dearness Relief.

Do you feel that the above Financial Assistance is adequate?

Do you consider this facility as redundant since there may not be any survivor now from out of those who were in service prior to 1961 for he /she would have retired on attaining the age of superannuation of 55 years and the present age would be more than 111 years.

**PART III**  
**GENERAL AND MISCELLANEOUS MATTERS**

34. With the increasing educational and awareness levels of the recipients of Government services there has been greater demand for better and more efficient service delivery. There is urgent need for the Government employees to familiarize themselves with the advancements in the fields of information, communication and technology so as to leverage them to professionalize their work. Naturally the compensation package and service conditions of the State Government employees have to be attractive enough to attract the young and talented. In the light of the above position,

- (a) Do you feel that the existing pay structure and the service conditions would attract such talented young personnel? Yes/No
- (b) If "No" suggest measures to be taken to attract such talented young personnel?

35. (a) Do you think the existing compensation package/ ex-gratia to the kith and kin of those Government employees who unfortunately lose their lives or limbs due to accidents /extremist activities, while performing their official duties, is adequate? Yes/No

- (b) If "No" suggest measures for improving the same?

36. Please suggest measures

- i) To reduce Govt. expenditure
- ii) To improve the State's financial resources
- iii) To meet the growing liability on pension
- iv) Creation of Pension Fund and its investment.

37. Do you have any other suggestions to improve the economic status of the serving employees/pensioners with means/ measures on which the P.R.C can deliberate? (please furnish details with due justification)

38. (a) Do you feel that the amount of advance being paid to the employees for purposes of purchase of site/purchase of ready built house/purchase of site-cum-construction of a house/construction of a house on the site already owned/for undertaking repairs, additions, extensions to the house already owned by the employee, is sufficient? Yes/No

- (b) If "No" what suggestions would you like to make?

(c) Do you consider that the maximum number of installments of recovery of the principal/interest is justified? Yes/No

- (d) If "No" what are your suggestions?

(e) Do you consider that the rates of recovery of interest/penal interest are adequate? Yes/No

- (f) If 'No" indicate your suggestions.

39. (a) Do you feel that the quantum of advance being paid to the employees for the purchase of conveyances,(viz.) motor car, motor cycle/scooter, moped and bicycle is adequate? Yes/No

- (b) If "No" what suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principle/interest is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make?
- (e) Do you consider that the rates of recovery of interest/penal interest are adequate? Yes/No
- (f) If "No" indicate your suggestions
40. (a) Do you feel that the quantum of advance being paid to the employees, for the celebration of marriage of themselves/sons/daughters is sufficient? Yes/No
- (b) If "No" what are the suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make?
- (e) Do you consider that the rates of recovery of interest/penal interest are adequate? Yes/No
- (f) If "No" indicate your suggestions.
41. (a) Do you feel that the amount of advance being paid to the officers for the purchase of personal computer is sufficient? Yes/No
- (b) If "No" what suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make?
- (e) Do you consider that the rates of recovery of interest/penal interest are adequate? Yes/No
- (f) If "No" indicate your suggestion.
42. (a) Do you feel that the amount of festival advance being paid to the employees is adequate? Yes/No
- (b) If "No" what suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principal is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make?
43. (a) Do you feel that the amount of education advance being paid to the employees is sufficient? Yes/No
- (b) If "No" what suggestions you would like to make?
- (c) Do you consider that the maximum number of installments of recovery of the principal/ is sufficient? Yes/No
- (d) If "No" what suggestions you would like to make? Yes/No
44. What should be the cap on the total amount of loans that a Government servant can take to avoid high level of indebtedness? Yes/No
45. (a) Do you feel that the existing amount of reimbursement of tuition fees paid by the employees in respect of their children is adequate? Yes/No
- (b) If "No" what suggestions you would like to make?

46. (a) Do you consider that the existing system of concessional bus pass facility to certain categories of employees to travel by A.P.S.R.T.C. buses in notified municipal corporation areas is sufficient? Yes/No
- (b) If "No" what are the modifications you would like to suggest?
- (c) Do you feel that it is necessary to extend similar facility to the employees working in other cities/towns in the state where A.P.S.R.T.C. is operating city services? Yes/No
- (d) If "yes" suggest the cities/towns you would like the facilities to be extended?

**PART IV**  
**HUMAN RESOURCES TO MEET CONTEMPORARY REQUIREMENTS**

There is a continual transformation in the functioning of Government Departments due to increased focus on Economic Development and Public Welfare, emphasis on transparency and accountability and time bound delivery of citizen centric services. Information and Communication Technology is now extensively being used in Government Departments to monitor programmes. In order to respond to the new and emerging challenges, Government Departments need to undertake review of existing Human Resources to workout effective organizational strategy for the future. Given the challenges faced by the government and the tasks on hand, please comment on the following aspects of human resources in your Department.

47. (a) Whether the manpower availability in your Department is adequate to meet the present day work requirement? Please state for each category separately.

<u>Name of Category</u>	<u>Sanctioned</u>	<u>Availability</u>	<u>Requirement</u>
	(No.)	(No.)	(No.)

(b) What steps are required to rectify the problem of excess /shortfall of staff? Please state for each category separately with a brief explanation.

- i) Direct/ lateral recruitment
- ii) Hiring on contract basis
- iii) Hiring through outsourcing
- iv) Re-deployment
- v) De-centralization and Delegation of authority
- vi) Re-organization of staff/field units
- vii) Outsourcing of services / activities to professional agencies
- viii) Training and skill up-gradation of existing staff
- ix) Use of Information and Communication Technology (ICT)
- x) Improve mobility
- xi) Closure/ merger of non-functional / under-functioning units
- xii) Privatization of units
- xiii) Any other

48. Please state in brief the Programs / Schemes / Institutions of the Department which immediately require review of the man power deployed so as to improve service delivery and efficient working.

49. Presently recruitment is being done through DSC / APPSC or on contract or outsourcing basis. Should there be a change in the hiring policy of Government to attract persons of requisite talent for different categories of posts? Should lateral recruitment on a selective basis be resorted to, and if so for what levels/ categories of posts? Please state for each Category separately.

50. Should the job description of Government functionaries at various levels, that was fixed long back, be redefined to clearly delineate new areas of responsibility and corresponding levels of accountability? And if so, should the recruitment rules for various levels of Government posts be also changed to prescribe higher qualifications as



may be considered appropriate? Please give your views and the categories of posts for which these changes are required.

51. Should the Government, instead of hiring new personnel for work, as well think of outsourcing repetitive and non-regular type of services / activities to professional agencies for timely performance according to prefixed standards, on payment basis. If so, please suggest the services / activities of the department that can be outsourced.

52. In order to avoid procedural delays and consequent public harassment, should the documentation and procedural compliance required for obtaining public services be outsourced to professional agencies, while retaining their regulation and decision making authority within the Government Department? If so, for which public services can such outsourcing be thought of?

53. To allow public easy access to various Government services, should Government encourage call centres like 108, 100 etc. to record public demand and forward it to the concerned Department for time bound action? If so, please suggest the services in your Department that can be accessed by public through dedicated a Call Center system.

54. Whether the existing Citizen Charter is adequate? Does it require any improvements? If so suggest measures to improve.

55. Several new laws aiming to secure rights of the citizens are being enacted inter-alia requiring public servants to perform new roles and to conform to new procedures while dealing with public. For effective implementation of such laws, should there be a continuous programme of training, education and awareness creation for Government servants? Can you suggest such laws, programmes and schemes for which special training, education and awareness programmes are required to be conducted for better implementation?

56. Does your Department have requisite infrastructure for the periodic training of officers and staff at all level and for the education of stakeholders in respect of new laws/ policies and programmes? Do you have any suggestions for improvement?

57. Do you have any further suggestion for the development of human resources in Government departments to meet people's expectations and enhance public delivery?

58. Introduction of on-line citizen services and Direct Benefit Transfer (DBT) minimize human interface and eliminate possible scope for corrupt practices. It also improves efficiency in Governmental functioning. Several areas of public governance have already been digitalized. Do you suggest any new areas/ services which can be offered on-line?

## GENERAL

If you feel that any issue which is within the terms of reference of the Pay Revision Commission but not covered in the Questionnaire such issues may be identified and your views on such issue(s) may be sent to the Commission for consideration.

The University authorities/ Service Associations of the Non-Teaching Staff and the individual employees of the Universities may also enumerate their suggestions with special reference to the conditions of their service in the Universities.

The Commission expects that the suggestions made are comprehensive and supported by data, logic and probable financial implications. Where the proposed suggestions involve financial implications please indicate them in the following formats:-

### Format - I

#### Suggestions involving financial implications:

Sl. No	Issue	Item No. in Questionnaire	Existing Position	Difficulty faced	Reasons	Suggestions to mitigate the difficulty	Financial implications

- Note: a. Illustration may be given below if necessary.  
b. Each item shall be on separate sheet unless they are related to each other.  
c. The Govt. order relied on for citing the existing provision may please be enclosed.  
d. Each sheet has to be signed.

### Format - II

#### Suggestions involving new schemes:

Sl. No.	Issue	New Scheme Proposed	Need	Justification	Financial Implications

### Format - III

#### In case where suggestions are made for the continuation or otherwise of the existing system

Sl. No.	Issue No.	Item No. in Questionnaire	If continuance is suggested without modifications	If continuance is suggested with modifications suggest such modifications with reasons	If discontinuance is suggested indicate reasons

**K.V.S.K.S. PAPA RAO**  
Secretary to Pay Revision Commission



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**11<sup>th</sup> PAY REVISION COMMISSION**

**D.O.Lr.No.52021/5/PRC-I/2018 Date 25/06/2018**

Dear Sir/Madam,

Sub:- P.R.C. - Constitution of 11<sup>th</sup> Pay Revision Commission -  
Nomination of Liaison Officers - Requested - Regarding.  
Ref:- G.O.Rt.No.75 G.A.(Spl.A) Department, dated 28-05-2018.

\* \* \*

Government constituted 11<sup>th</sup> Pay Revision Commission. In this connection, I request you to nominate one Officer not below the rank of Deputy Director to liaison with the Office of the Pay Revision Commission. I request you to give his/her contact details in the following proforma for periodical interaction and correspondence.

Name of the Office with address	Name of the Liaison Officer	Mobile Number	e-Mail Address

Regards

Yours sincerely,

**(K.V.S.K.S. Papa Rao)**  
Secretary to Pay Revision Commission

Sri/Smt./Kum. \_\_\_\_\_ Commissioner/Director,  
\_\_\_\_\_ Department A.P, Amaravati.

**K.V.S.K.S. PAPA RAO**  
Secretary to Pay Revision Commission



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**11<sup>th</sup> PAY REVISION COMMISSION**

**D.O.Lr.No.52021/5/PRC-I/2018Date 25/06/2018**

Dear Sir/Madam,

Sub:- P.R.C. - - Constitution of 11<sup>th</sup> Pay Revision Commission - Nomination  
of Liaison Officers - Requested - Regarding.  
Ref:- G.O.Rt.No.75 G.A.(Spl.A) Department, dated 28-05-2018.

\* \* \*

Government constituted 11<sup>th</sup> Pay Revision Commission. In this connection, I request you to nominate one Officer not below the rank of Deputy Registrar to liaison with the Office of the Pay Revision Commission. I request you to give his/her contact details in the following proforma for periodical interaction and correspondence.

Name of the Office with address	Name of the Liaison Officer	Mobile Number	e-Mail Address

Regards

Yours sincerely,

(K.V.S.K.S. Papa Rao)  
Secretary to Pay Revision Commission

To  
Sri/Smt./Kum. \_\_\_\_\_ Registrar,  
\_\_\_\_\_ University

**ASUTOSH MISHRA, IAS (Retd.)**  
Pay Revision Commissioner



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## 11<sup>th</sup> PAY REVISION COMMISSION

D.O. Letter No. 52021/12/PRC -I/2018 Dated: 16th July, 2018

Dear Sir/ Madam

Sub: PRC – 11<sup>th</sup> Pay Revision Commission - Information on various aspects regarding the working of the Department/ University/ Organization – etc.  
Ref: G.O.Ms.No.75, G.A. (SCA) Department, dated 28.05.2018

\*\*\*\*\*

Please refer to the GO cited wherein Government have constituted the 11<sup>th</sup> Pay Revision Commission. The terms of reference of the Pay Revision Commission include evolving a new pay structure for various categories of employees of State Government, Local Bodies, Aided Institutions including Non-Teaching staff of Universities etc. and an appropriate pension structure for the pensioners. For this purpose the Pay Revision Commissioner requires information on various aspects of working of the departments/ organisations/ institutions/ services.

2. I request you to furnish the following information to the PRC **latest by 16.08.2018**:

- i) Brief write-up on the Department delineating the following:
  - (a) Organizational chart
  - (b) Major functions/ activities of the department
  - (c) Administrative jurisdiction of various officers working in the department
  - (d) Copies of updated service rules
- ii) Information sought for in the following **Pro forma I to IV**

(a) **Pro forma-I** is designed to elicit information regarding the pay scales assigned by the successive revisions from 1993 onwards. Information is to be furnished for each category of post. Please indicate grades, as specified in Schedule-I of the G.Os revising the Pay Scales of State Government employees. Similarly, the pay scales assigned by the successive Pay Revision Commissions have to be indicated. If the scales were again revised subsequently, either as a result of recommendations of follow-up Anomalies Committees or any subsequent order of the Government, such revised scale may please be indicated. The Proforma also seeks to elicit information regarding Special Pays/Special Allowances if any attached to the posts. If more than one special Pay or Special Allowance is attached such information has to be brought out separately, as indicated in the guidelines under Proforma-I.

(b) **Pro forma-II** is designed to seek information about Service Rules governing the posts such as methods and qualifications of appointment, number of employees who have put in the service required for grant of Automatic Advancement Scales etc.

(c) **Pro forma-III** is designed to elicit information about the number of posts sanctioned and filled up and also retirements during the last three years and expected retirements in the coming five years.

(d) **Pro forma-IV** relates to information pertaining to work charged/full time contingent, daily wage/NMR and part time contingent employees etc.

3. In addition please append an undertaking in the format enclosed to this letter.

With regards,

Yours sincerely,



**(ASUTOSH MISHRA)**

PAY REVISION COMMISSIONER

**PROFORMA-I**

Name of the Department / University :									
Sl. No.	Category/Designation (Whether Gazetted or Non Gazetted)	No. of Posts as on 30.06.2018	Grade and Pay Scale as per PRC 1993 onwards			Special Pay if any, Rs	Special allowances (if any)		Remarks
			Pay Revision / Anomalies Committee	Grade	Pay Scale Rs.		Nomenclature	Quantum Rs.	
1	2	3	4	5	6	7	8(a)	8(b)	9
1			1993 1995 (A.C.) 1999 2004 (A.C) 2005 2008 (A.C) 2010 2015						
2			1993 1995 (A.C.) 1999 2004 (A.C) 2005 2008 (A.C) 2010 2015						

**Guidelines to fill in the Proforma:**

Col. No:1: Serial Number shall be given to each designation.

Col. No. 2: Use the following observations - G- Gazetted. NG- Non Gazetted Example: Senior Assistant(NG), Assistant Director (G)

Col. Numbers. 4&5-The Grades/ scales of pay assigned by the successive Pay Revision Commissions, as subsequently modified by the Anomalies Committees, if any, have to be shown. If the PRC/AC recommended a higher scale than the existing schedule I scale, such revision may be indicated in the remarks columns against that category.

Col. No. 6 If more than one type of Special Pay is attached to any category of post, the column may split into separate sub columns viz. 6(a), 6(b) etc.

Col. No. 7 Please indicate Special Allowances other than DA, HRA and CCA. If more than one type of Special Allowance is attached to any category of post they may be indicated with nomenclature vertically against that category.



**PROFORMA-II**

Name of the Department/ University:

Sl. No	Category / Designation	Pay scale as per PRC 2015	Whether any service Rules/ Adhoc Rules issued (Y/N)	If, so GO in which such rules were issued	Method of appointment with qualifications (both academic and departmental)					Percentage earmarked for Direct Recruitment	No of employees as on 30.06.2018 who have put in the following number of years of service in the category				Remarks
					Direct Recruitment	By promotion from the		By transfer from the			6 years	12 years	18 years	24 years	
						Category	Qualifications	Category	Qualifications						
1	2	3	4	5	6(a)	6(b)	6(c)	7(a)	7(b)	8	9(a)	9(b)	9(c)	9(d)	

- Note:- 1. Copies of service rules and adhoc rules, if any, have to be furnished to this Commission along with the above Proforma.  
 2. Copies of G.O's wherein new posts were sanctioned after PRC 2015 and continuation of such posts from time to time as issued by the Finance (SMPC) Department may be furnished

**PROFORMA-III**

Name of the Department/ University

Sl. No	Category/ Designation	Scale of pay in 2015 pay scales	No. of sanctioned posts as on 30 <sup>th</sup> June, 2018	No. of posts out of col (4) which are filled up	No. of retirements during the calendar years from 2016 to 2018			No. of retirements during next five calendar years from 2019 to 2023					Remarks
					2016	2017	2018	2019	2020	2021	2022	2023	
1	2	3	4	5	6(1)	6(2)	6(3)	7(1)	7(2)	7(3)	7(4)	7(5)	

**PROFORMA-IV**

Name of the Department/University											
Sl. No.	No of Work Charged employees/ Full Time Contingent employees whose services were regularized as per G.O Ms.No.212, Finance (PC III) Department, dated 22-4-1994, as on 30.06.2018			No. of Part time Contingent employees whose services were regularized as per G.O. Ms.No.112, dated 23.07.1997 as on 30.6.2018		No of NMRs, Daily wage employees, Full Time Contingent employees, Part time contingent employees whose services were not regularized and still working as such as on 30.06.2018				The number of full time contingent employee whose services have not been regularized and drawing a minimum pay of Rs.6700/- + D.A/HRA/CA (as per revised pay scales 2010 vide G.O.Ms. No.171, Finance (PC-III) Deptt., dt: 13.05.2010	Remarks
	Work charged Establishment	Full Time Contingent employees	Daily Wage/ NMR employees			Work charged Establishment	Full Time Contingent employees	Part time Contingent employees	Daily Wage/ NMR employees		
1	2(a)	2(b)	2(c)	3	4	5(a)	5(b)	5(c)	5(d)	6	7

**UNDERTAKING**

Name of the Department of Secretariat /  
Head of Department/ University:

I hereby ensure that all the posts, coming under the purview of the Pay Revision Commission, in this Department/University have been incorporated and no posts have been omitted.

Signature of the Head of the  
Department/Registrar

Strike out whichever is not applicable.

**ASUTOSH MISHRA IAS (Retd)**  
Pay Revision Commissioner



Room No. 187, Ground Floor,  
Fourth Building, Secretariat,  
Velagapudi, AMARAVATI - 522238  
(o) 0863-2444741 (M) 9848038940  
Email: asutosh-prc11@apfinance.gov.in

**11<sup>th</sup> PAY REVISION COMMISSION**

D.O. Letter No. 52021/10/PRC -I/2018 Dated: 16<sup>th</sup> July, 2018

Dear Sir/ Madam

Sub: PRC - 11<sup>th</sup> Pay Revision Commission - Information relating to perquisites and certain facilities like Rent Free Accommodation, Free Electricity etc – Reg.  
Ref: G.O.Ms.No.75, G.A. (SCA) Department, dated 28.05.2018  
\*\*\*\*\*

I invite your attention to the reference cited. One of the terms of reference of the Pay Revision Commission constituted in the reference cited is to examine the various kinds of perquisites and certain facilities in cash or kind like Rent Free Accommodation, Free Electricity etc., now being allowed to certain government employees, and make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any, are desirable in future with regard to their rates, terms and other conditions etc.

I therefore request you to furnish the following information in the format enclosed to enable the Pay Revision Commissioner to examine them in detail:

- (1) Categories/Designation of posts along with number for which perquisites like Rent Free Accommodation is now admissible, indicating the need and justification to continue the same;
- (2) Categories/Designation of posts along with number for which facilities like “Free Power Supply” is being allowed indicating the need and justification to continue it.

In case such facility is not being extended to any of the category of employees in the department(s) under your control, a Nil report may please be furnished.

As the work of Pay Revision Commission is time bound, I request you to give top priority to this item of work and furnish the required information by **31<sup>st</sup> July, 2018**.

With regards,

Yours sincerely,

(ASUTOSH MISHRA)  
PAY REVISION COMMISSIONER

## FORMAT

Name of the Department / University: \_\_\_\_\_

Sl. No.	Designation	No. of posts	Perquisites like Rent Free Accommodation admissible		Facilities like Free electricity etc.		Need/ Justification for continuance or otherwise
			Nature	Quantum Rs.	Nature	Quantum Rs.	



**D.O. No. 5/ (Computer No. 708829)/PRC-I/2018 Dated 2<sup>nd</sup> December, 2018**

*Dear Sir/ Madam*

Sub: PRC – 11<sup>th</sup> Pay Revision Commission – Requests to extend Fixed Travelling Allowance to new categories – Reg.

Ref: G.O.Ms.No.75, G.A. (SCA) Department, dated 28.05.2018

\*\*\*\*\*

Rule 12(1) of the Andhra Pradesh Travelling Allowance Rules, provides for payment of fixed travelling allowance by the State Government to Government employees who are required to tour for some minimum period within a specified area. The categories of posts for which FTA is admissible has been listed in Annexure II of the said rules (enclosed for ready reference).

2. The rates of Fixed Travelling Allowance sanctioned by the Government in G.O. Ms. No. 153 Finance (HR VI –TFR –A&L –TA) Department dated 11.12.2015 on the recommendations of the Tenth Pay Revision are as under:

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

2. The 11<sup>th</sup> Pay Revision Commission received many representations for inclusion of new categories for Fixed Travelling Allowance as well as enhancement of its quantum in respect of existing categories.

3. In this context, I request you to communicate to the Commission your suggestions if any, regarding inclusion of any new categories in the list of employees to be made eligible for grant of Fixed Travelling Allowance. Similarly, in case it is felt that any category of employee(s) needs to be deleted from the list, the same may be indicated. The suggestion of the department relating to addition/deletion etc. should be supported by justification for the same. We request you to submit your replies latest by 17<sup>th</sup> December, 2018.

*With regards,*

Yours sincerely,



(K.V.S.K.S. PAPA RAO)

To



**K. V.S.K.S. PAPA RAO**  
Secretary  
11<sup>th</sup> PAY REVISION COMMISSION



Room No. 292, First Floor,  
Second Building, A.P. Secretariat,  
Velagapudi, AMARAVATI - 522238.  
Phone : 0863-244 2552, Cell: 90100 11138  
Email : secytoprc-11@apfinance.gov.in

**D.O. No. 5/ (Computer No. 708829)/PRC-I/2018 Dated 4<sup>th</sup> December, 2018**

*Dear Sir/ Madam,*

Sub: PRC – 11<sup>th</sup> Pay Revision Commission – Requests to extend Risk Allowance and Uniform Allowance to new categories – Reg.

Ref: G.O.Ms.No.75, G.A. (SCA) Department, dated 28.05.2018

\*\*\*\*\*

Government have been allowing payment of risk allowance to employees who are entrusted with official work which exposes them to certain degree of operational hazards. Similarly, Uniform Allowance is being paid to employees for whom specific uniform has been officially prescribed. A list of such categories of employees is enclosed.

2. The 11<sup>th</sup> Pay Revision Commission has received many representations for inclusion of new categories of employees for grant of Risk Allowance and Uniform Allowance.

3. In this context, I request you to communicate to the Commission your suggestions if any, regarding inclusion of any new categories in the list of employees to be made eligible for grant of Risk Allowance and Uniform Allowance. Similarly, in case it is felt that any category of employee(s) needs to be deleted from the list, the same may be indicated. The suggestion of the department relating to addition/deletion etc. should be supported by justification for the same. We request you to submit your replies latest by 17<sup>th</sup> December, 2018.

*With regards,*

Yours sincerely,

(K.V.S.K.S. PAPA RAO)

## ANALYSIS OF REQUESTS

The requests of the Associations seeking parity by drawing comparison(s) with intra and inter departmental categories/posts have been examined in the following format. The recommendations of the Pay Revision Commissioner thereon have been recorded thereunder.

### FORMAT

#### ELEVENTH PAY REVISION COMMISSION

----- Department

Brief on the set up of the department

Category      ₹. (Pay Scale) (Grade      )

<b>Request:</b>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
Post compared:						
<b>Mode of Appointment:</b>						
<b>Qualification:</b>						

**Recommendations:**

### **VISIT OF PAY REVISION COMMISSIONER TO THE DISTRICTS**

<b>Sl. No.</b>	<b>District and Venue</b>	<b>Date</b>
1.	East Godavari District in the R&B Guest House Rajahmahendravaram	11 <sup>th</sup> October, 2018
2.	Visakhapatnam District in the Zilla Parishad Conference Hall, Visakhapatnam	12 <sup>th</sup> October, 2018
3.	West Godavari District in the Zilla Parishad Conference Hall, Eluru,	02 <sup>nd</sup> November, 2018
4.	Kurnool District in the Zilla Parishad Conference Hall, Kurnool	12 <sup>th</sup> November, 2018
5.	Anantapuram District in the Conference Hall, Office of the District Collector, Anantapuramu	29 <sup>th</sup> November, 2018
6.	Vizianagaram District in the Conference Hall, Office of the District Collector, Vizianagaram	06 <sup>th</sup> December, 2018
7.	Srikakulam District in the Conference Hall, Office of the District Collector, Srikakulam	07 <sup>th</sup> December, 2018

**GOVERNMENT OF ANDHRA PRADESH**  
**11<sup>th</sup> PAY REVISION COMMISSION**  
Letter No. 5/ (Computer No.708829)/PRC-I/2018

Dated:

From  
The Secretary to Pay Revision Commission  
Room No.292, 1<sup>st</sup> Floor, 2<sup>nd</sup> Building  
A.P. Secretariat, Amaravati – 522 238

To  
Associations/HoD concerned

Sir,

Sub:- PRC – 11<sup>th</sup> Pay Revision Commission – Meetings with the Heads of Departments to elicit views on the requests of the employees – Reg.

- Ref:-
1. G.O. Ms. No. 75 General Administration Department dated 28.05.2018
  2. G.O. Rt. No. 1451 General Administration Department dated 03.07.2018
  3. Press Release of the Secretary to Pay Revision Commission dated 20.07.2018 and 29.08.2018
  4. Questionnaire issued vide D.O/Letter No.52010/18/ 2018/PRC.I dt: 25.7.2018

\*\*\*

As you are aware Government have constituted 11<sup>th</sup> Pay Revision Commission vide GO first cited. On assumption office by the Pay Revision Commissioner, a press release was issued inviting representations from the Associations stipulating 30<sup>th</sup> August 2018 as the last date. On the requests of the Associations, the last date was extended up to 20<sup>th</sup> September, 2018. Similarly, a questionnaire was issued vide reference fourth cited. Various Service/Pensioners Associations have called on the Pay Revision Commissioner and submitted representations. The Pay Revision Commissioner is also visiting Districts with an object to elicit the views of the local branches of Associations on general issues, and service matters included in the Questionnaire and also to give them an opportunity to explain the issue already raised by them in their representations filed before the Commission.

The representations so received are available on the website of the Finance Department ([www.apfinance.gov.in](http://www.apfinance.gov.in)).The concerned Heads of Departments have been given access to peruse them by logging in with the user ID and password already furnished.

The Pay Revision Commissioner will be convening a meetings with the Associations department wise during the forenoon session and with the respective Heads of the Departments in the afternoon session.

The schedule of the meetings is enclosed.

I therefore request you to attend the meeting in the conference hall (1<sup>st</sup> Floor, Fourth Building, Secretariat) as per the schedule. Further, the Heads of the Departments are requested to attend the meeting along with their considered recommendations in writing on the requests of the Associations relating to –

- (a) Requests for improvement of pay scales
- (b) Special Pay and allowances
- (c) Other conditions of Service

Yours faithfully,

A handwritten signature in blue ink, appearing to be 'J. H.', is positioned below the closing text.

Secretary to Pay Revision Commission

<b>Department</b>	<b>Associations</b>	<b>Date</b>
Director of Economics and Statistics	AP Economic and statistical Officers Association	17 <sup>th</sup> December 2018
	AP Economics and Statistical Officers Association	
	AP Economics and Statistical Subordinates Association.	
Commissioner of Agriculture	AP Agriculture Officers Association	18 <sup>th</sup> December 2018
	AP Agricultural Extension Officers Association	
	AP Agricultural Statistical Officers & Staff Association	
Agriculture Marketing Committees	The Agricultural Market Committee State Employees Welfare Association	19 <sup>th</sup> December, 2018
	The Agricultural Market Committee Employees Association	
	Agricultural Marketing department outsourcing employees Association	
Agriculture Marketing Department	Andhra Pradesh Agricultural Market Department Employees	
Horticulture Department	AP State Horticulture Employees Services Association	
	A.P Horticulture Officers Association	
Co-operation	AP Co-Operative Gazetted Officers Association	20 <sup>th</sup> December 2018
	The AP Coop. Services Association	
Animal Husbandry Dept.	AP Animal Husbandry officers services Assn.	21 <sup>st</sup> December 2018
	AP Animal Outsourcing Hospital Attenders	
	AP Non Graduate Veterinarian Federation	
	APPASU Chikitcha Mahasang	
Fisheries Department	A.P. Fisheries Officers Association	27 <sup>th</sup> December 2018
	A.P. Fisheries Development Officers Association	28 <sup>th</sup> December 2018
Mines & Geology	Technical Officers working in Mines and Geology Department	
Industries & Commerce		31 <sup>st</sup> December 2018
Sugar and Cane Commissioner	Andhra Pradesh Sugarcane Inspectors Association	
Handlooms and Textiles	Director of Handlooms and Textiles	

Sainik Welfare	Sainik Welfare Employees Association	2 <sup>nd</sup> January 2019
BC Welfare		
Social Welfare	Andhra Pradesh State Assistant BC Welfare Officers Association	
Tribal Welfare	Andhra Pradesh State SC,ST,BC Welfare Officers JAC	
	AP Social Welfare Department Ministerial Staff Association.	
<b>Juvenile Welfare</b>		
Department for Welfare of Differently Able Senior Citizens and Transgender	Navya Andhra Orthopedically Handicapped Persons service Welfare Association.	3 <sup>rd</sup> January 2019
	Ch. Sreenu SGT	
	Association of Teachers of Hearing Handicapped	
	Andhra Pradesh Hearing Handicapped Association	
	National Federation of the Blind India	
	Differently Abled Employees Association	
	Welfare of Disabled and Senior Citizens NGOs Employees Association	
	Karunya Disabled and Orphans welfare and Empowerment Society	
	Differently Abled Teachers Union	
	AP State Royal Association for the Blind People	
Women Development and Child Welfare	AP Officers of the Women and Child Welfare Dept. Association	4 <sup>th</sup> January 2019
	ICDS Supervisors and Eos (W&CW) Association	
	AP Employees of Women Development and Child Welfare Employees Association	
Information and Public Relations	Information and Public Relations Department Employees Association	7 <sup>th</sup> January 2019
	Information Engineers Association	
Electrical Inspectorate	Electrical Inspectorate Employees Association	8 <sup>th</sup> January 2019
Boilers		
Legal Metrology	AP Legal Metrology Officers Association	

Director of Treasuries and Accounts	Andhra Pradesh Treasury Services Association	22 <sup>nd</sup> January 2019
	Sri K. Joginaidu, Sub Treasury Officer, Yalamanchili, Visakhapatnam District	
State Audit	Andhra Pradesh State Audit Non Gazetted Officers Association	
Pay and Accounts Officer	Pay and Accounts Office Employees Association	
Director of Works and Accounts	Andhra Pradesh Divisional Accounts Officers (Works) Association	23 <sup>rd</sup> January 2019
	Andhra Pradesh Pay and Accounts Office (Works Accounts) Employees Association	
AP Government Life Insurance	AP Government Life Insurance Department NGO's State Association	
Andhra Pradesh Public Service Commission	Andhra Pradesh Public Service Commission Employees Association	
Chief Commissioner of Land Revenue	AP Civil Service (Executive Branch) Association	24 <sup>th</sup> January 2019
	AP Revenue Service Association	
	AP Direct Recruitment VROs Association	
	AP Village Revenue Officers Association	
Survey Settlement and Land Records	Andhra Pradesh Survey Employees Association	25 <sup>th</sup> January 2019
	Deputy Inspector of Survey Employees Association	
Stamps & Registration	The Andhra Pradesh Sub Registrar Association	28 <sup>th</sup> January 2019
Commercial Tax	Commercial Tax Gazetted Officers Association	
	Andhra Pradesh Commercial Tax Non Gazetted Officers Association	
Endowments Department	Association of Non Gazetted Executive Officers of Endowments Department	
	AP Endowment Mofussil Employees Association	



Prohibition and Excise	Andhra Pradesh Prohibition & Excise Executive Officers' Association	29 <sup>th</sup> January 2019
	Andhra Pradesh Prohibition & Excise Gazetted Officers' Association	
	Andhra Pradesh Prohibition & Excise Constable & Head Constable Association	
Forest	Andhra Pradesh Forest Range Officers' Association	
	AP Forest Services Association	
	Andhra Pradesh Junior Forest Officer's Association	
	Andhra Pradesh Forest Range Officers' Association	
	AP Forest Services Association	
Prisons	Andhra Pradesh Prisons Department Guarding Force Association	30 <sup>th</sup> January 2019
Transport	AP Transport Gazetted Officers Association	
	Association of Transport Department Technical Officers	
	Andhra Pradesh Transport Department (Non-Technical) Employees Association	
	Representation of Sri B.V. Murali Krishna, Motor Vehicle Inspector, Office of DTC, Guntur	
	Representation of Sri Raja Ratnam, Deputy Transport Commissioner, Guntur.	
Fire Service	AP State Disaster Response & Fire Services Ministerial Employees Association	31 <sup>st</sup> January 2019
	Andhra Pradesh State Disaster Response & Fire Services Association	
	Andhra Pradesh Fire Services Officer's Association	
	Andhra Pradesh State Disaster Response & Fire	
Public Prosecutors Office	Association of Public Prosecutors (CADRE)	1 February 2019
Judicial Department	Andhra Pradesh Judicial Class IV Employees State Association, Vijayawada	
	Andhra Pradesh Judicial Employees Association, Srikakulam.	
	Judicial Employees Association, East Godavari District	

Police Department	Representation of Sri B. Sree Rama Murthy, Commandant, 6th Bn. APSP, Mangalagiri, Guntur	4 <sup>th</sup> February 2019
	AP State Home Guards Welfare Association	
	Andhra Pradesh Police Ministerial staff Association, Vijayawada	
	Andhra Pradesh Police Reporters Association	
	Andhra Pradesh Police Officers' Association	
	AP Police Officers Association, Vizianagaram	
	Andhra Pradesh Intelligence Department Employees Association (APIDEA)	
	Andhra Pradesh Police Officers' Association, West Godavari	
Anti -Corruption Bureau	Smt. N. Jhansi Rani and others, Employees of the Anti-Corruption Bureau	5 <sup>th</sup> February 2019
Ground Water Department	Ground Water and Water Audit Department Employees Association	
Ports Department	Representation of Sri Koya Praveen, Director of Ports.	
Municipalities	Andhra Pradesh Municipal Subordinate Service Association	6 <sup>th</sup> February 2019
	AP Municipal Medical Officers Association	
Municipal Administration Department	The Andhra Pradesh Municipal Commissioners Association	
	Sri J. Appala Naidu, Municipal Commissioner, Mammidivaram, East Godavari	
	Municipal Commissioner, Amalapuram Municipality	
	Sri Nagendra Biyani, Municipal Commissioner, Selection Grade	

Urban Local Bodies	Andhra Pradesh Municipal Corporations Association	7 <sup>th</sup> February 2019
	The Andhra Pradesh Municipal Ministerial Employees Association	
	The Vijayawada Municipal Corporation Medical Employees Association	
	Sri V. Ravi Kumar & Others, Work Inspectors, Vijayawada	
	Grater Visakhapatnam Municipal Corporation Ministerial Service Association	
	Grater Visakhapatnam Municipal Employees Union	
Town and Country Planning Department	Andhra Pradesh Municipal Town Planning Technical Officials Association	8 <sup>th</sup> February 2019
Legislature Secretariat	Represenatation of Sri M.H.H. Prem Kumar, Technical Officer, AP Legislature Assembly	
National Cadet Corps	AP State Govt. NCC Employees Association	
All Engineers Departments (WR, R&B, PR, TWS, PH, TW etc.,)	Andhra Pradesh Panchayat Raj Engineers Association	13 <sup>th</sup> February 2019
	Association of Andhra Pradesh Assistant Executive Engineers	
	Rayalaseema Irrigation AEE Association	
	Andhra Pradesh Technical Officers Association	
	Andhra Pradesh State Council of Diploma Engineers Association	
All Engineers Departments (WR, R&B, PR, TWS, PH, TW etc.,)	Andhra Pradesh Panchayat Raj Diploma Engineers Association	14 <sup>th</sup> February 2019
	Andhra Pradesh Rural Water Supply Engineers' Association	
	AP Non-Technical Personal Assistants (Gazetted)	
	Andhra Pradesh Site Engineers Association (Contract basis)	
I & CAD Department	Irrigation Lock Superintendent Association	14 <sup>th</sup> February 2019
	Irrigation Conservancy Assistant Association	

AP State Election Commission	Representation of Sri A.V. Satya Ramesh, Secretary (FAC)	15 <sup>th</sup> February 2019
Archaeology and Museum Department	Representation of Sri B. Parasuramudu, Keeper of Estampages	
	Andhra Pradesh Gazetted Employment Officers Association	
Insurance Medical Service Department	Representation of Dr. G. Ravi Kumar, MD, Joint Director, Nodal Officer to 11 <sup>th</sup> PRC, IMS Dept.	
	Representation of Bojanki Yasodha, ECG Technician Gr.II, Gandhigram, Gajuwaka, Visakhapatnam	
Industrial Tribunal Cum Labour Court, Ananthapuram	Representation of Sri S. Prasad, Additional District Judge, (FAC) Chairman cum Presiding Officer	
PR & RE Department	AP Panchayat Raj & Rural Development Service Association	22 <sup>nd</sup> February 2019
	Panchayat Raj Superintendents Association, West Godavari	
	AP Panchayat Raj Ministerial Employees Association	
	AP Extension Officers Association	
	Andhra Pradesh DPO & DLPOs Association	
	Andhra Pradesh Panchayat Secretaries Association	
	West Godavari District Panchayat Secretaries Association,	
	AP District Panchayat Officers Association	
Director of Government Examinations	Representation of Sri A.Ajay, Junior Assistant and other	25 <sup>th</sup> February 2019
	Representation of Sri J. Suryanarayana, Assistant Commissioner of Govt. Exams	
	AP NGO's Association (Director of Government Examinations Office Cell (SSC Board))	

Zilla Grandhalaya Samstha	Andhra Pradesh Rastra Zilla Grandhalaya Samstha Udyogula Sangham, Ananthapuram	26 <sup>th</sup> February 2019
	Andhra Pradesh Rastra Zilla Grandhalaya Samstha Udyogula Sangham, Vijayawada	
	Andhra Pradesh Rastra Zilla Grandhalaya Samstha Udyogula Sangham, Amaravathi	
Technical Education	AP Government Polytechnic Technical Staff Association	
<b>Collegiate Education</b>		
Intermediate Education	Government Junior Lecturers Association, Dr. K. Nagabhushan	27 <sup>th</sup> February 2019
	Government Junior College Physical Director Association	27 <sup>th</sup> February 2019
	AP Government Junior College Contract Lecturers Association	
	AP State Vocational Junior Lecturers (MTS) Association	
	Government Junior College Librarians Association	
	Intermediate Vocational Senior Instructor (MTS) Association	
	AP Vocational Lab Assistants (MTS) Association	
	Government Junior Lecturers Association, AP, Sri RP Naidu	
	Government Junior Lecturers Association, AP, Sri RP Naidu	
School Education Department	Representation of Sri Katti Narasimha Reddy, Hon'ble MLC.	28 <sup>th</sup> February 2019
	Representation of Dr. A.S. Rama Krishna, Hon'ble MLC.	
	Progressive Recognised Teachers Union, AP	
	AP Pradhanopadhya Sangham	
	Democratic Teachers Association	
	Andhra Pradesh United Teachers Federation	
	Rastra Upadhyaya Pandit Parishath	
	Andhra Pradesh Upadhyaya Sangham	

School Education Department	State Teachers Union, AP	1 <sup>st</sup> March 2019
	Andhra Pradesh Teachers Federation - Sri Raghurami Reddy	
	Andhra Pradesh Teachers Federation - Sri Venkateswara Rao	
	Andhra Pradesh Teachers Guild	
	Progressive State Teachers Union	
	Secondary Grade Teachers' Federation	
	Municipal Teachers Federation of AP	
	Telugunadu Upadhyaya Sangham-Sri Ajay Kumar	
	Telugunadu Upadhyaya Sangham-Sri CH. Subash Chandrabosh	
	Andhra Pradesh Teachers Educators Association	
	Rastra Jateeya Upadhyaya Parishath	
	Minority Teachers Association	
	DSC 2003 Teachers' Forum	
	Representation of Sri K.Ramesh, Teacher, Veerulapadu, Krishna.	
	Representation of Dayala Dharmaraju, SA	
	Representation of Sri WS Pradeep Kumar, Head Master, MPPS, Malladi, Amaravathi Mandal, Guntur	
	Representation of Sri TVT Ravichandra	
	Representation of Sri V.Brahmaiah, Municipal Corporation High School, CB Nagar, Navabpet, Nellore	
	Representation of Sri Srikumar, School Assistant, ZPHS, Srikakulam, Ghantasala Mandal, Krishna	
	AP Model Schools' Principals and Teachers Association	

AYUSH Department	AP Homoeopathic Teachers Assn. AP Ayurvedic Medical Officers Assn. AP Ayush Dept. Compounders Ass. AP Municipal Medical Officers Assn. Librarians of Ayush Department AP Unani Medical Officers Assn.	14 <sup>th</sup> March 2019
Drugs Control Department	Drugs Control Laboratory Drugs control Administration AP Drugs Inspectors Assn.	
HM & FW Department	AP Medical & Health statistical employees welfare assn.	14 <sup>th</sup> March 2019
	Govt. Physiotherapists (Employees Welfare) Assn.	15 <sup>th</sup> March 2019
	AP Physiotherapist's Assn.(DME)	18 <sup>th</sup> March 2019
	Govt. Physiotherapists (Employees Welfare) Assn. Medical & Health Department AP Medical and Health Ministerial Services Assn. AP State Contract Pharmacists and Lab-Technicians Assn. AP Para Medical Ophthalmic officers assn. Govt. General Hospital AP Para Medical Employees Assn. AP Govt. Radiological Imaging Technologists' Assn. AP Revised National T.B Control Programme, Contract employees union AP Medical Employees Union AP Pharmacists Assn. Progressive MPHEO Assn. L.D Computers (Statistics)Assn.(Medical & Health Dept.) Graduate Multi purpose health extension officers & community health officers Assn.(GMCA) AP Public health and medical employees union AP Health and Medical Services Assn. (AP-HAMSA) AP Health Employees Assn.(BHWS & SWS Assn.) AP Public Health and others Depts. Assn.	19 <sup>th</sup> March 2019

	<p>AP Aarogyamithra Contract Employees Union</p> <p>Chief Minister Aarogya kendrala contract employees union (UHC)</p> <p>AP Govt. Doctors Assn.</p> <p>Public Health &amp; Medical Employees union</p> <p>United Medical &amp; Health Employees Union</p> <p>The Government Graduate &amp; Post Graduate Nurses Employees Association of CFW/DME/DH&amp;FW</p> <p>A.P Nursing Post-Graduates Association</p> <p>A.P ANM's HS's PHN's, MPHEOs, MPHA's, MPHS's, (F) &amp; (M), &amp; CHO's Association</p> <p>Andhra Pradesh (104) Contract Employees Union (Chandranna Sanchara Chikicha),</p> <p>Govt. Institutions Trained Contract Multi-Purpose Health Asst. (Male) Employees Association</p> <p><b>MEDICAL EDUCATION DEPARTMENT</b></p> <p>AP Medico Social Workers Assn.</p> <p>AP Health Education &amp; Media Officers Assn.</p> <p>Orthotic Technician Assn.</p> <p>Association of Clinical Biochemists</p> <p>Department of Community Medicine.</p> <p>AP Medical Library Staff Assn.</p> <p>Health Supervisors &amp; Staff Nurses</p> <p>Dr. G. Ravi Kumar, MD, Joint Director, Nodal Officer to 11th PRC, IMS Dept.</p>	
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Work Charged Employees	AP Irrigation, Roads & Buildings, Public Health, Panchayat Raj & Municipal Employees State Association, Amaravathi.	20 <sup>th</sup> March 2019
	AP Irrigation, R & B, P.R, R.W.S., Departments Maintenance & Project Establishment Employees Association, Amaravati	
	AP (PWD) Irrigation Employees Union, AP (High Ways) R&B Employees Union, AP (ZP) Panchayati raj Employees Union	
	Navya Andhra Pradesh State PR & RWS & S time scale employees Association, Guntur	
	Andhra Pradesh Irrigation Lascars Association	
	Andhra Pradesh Lascars & Work Inspector and Out Sourcing Lascars KC Canal Divisional & All Irrigations Association, Kurnool & Kadapa District	
	AP Projects & Constructions Employees & Mazdoor Union	
	NMR / Daily Wage / Consolidated Pay / Full Time/ Part Time / Time Scale Employees Joint Action Committee, Amaravati	
	Centre of Indian Trade Unions (CITU)	
	Irrigation Department NGO's Association, Andhra Pradesh, Amaravati	
AP Bhavan	AP Bhavan Employees Welfare & Cultural Association	
Common Category	AP State Typists & Stenographers' Association, State Body	22 <sup>nd</sup> March 2019
	AP State Typists & Stenographers' Association, Secretariat Unit, Amaravati	
	AP Government Vehicle Drivers Central Association	
	APPSC Newly Recruited Group-II Junior Assistant Employees Association	

Pensioners	State Government Pensioners Association, Amaravati	25 <sup>th</sup> March 2019
	State Government Pensioners Association, Tirupathi Unit, Chittoor District	
	State Government Pensioners Association, Satyavedu Unit, Annavaram	
	Bharat Pensioners' Samaj	
	State Government Pensioners Association, Kovvuru Unit	
	The Retired Employees Welfare Association, Chittoor	
	Andhra Pradesh Government Retired Employees Association Vijayawada	
	Andhra Pradesh Gazetted Officers' JAC	
Major Association	Andhra Pradesh Government Employees Association	
Major Association	AP JAC Amaravati (AP JAC of Employees, Teachers, Workers and Retired employees Association)	27 <sup>th</sup> March 2019
Major Association	Andhra Pradesh Non-Gazetted Officers' Association	28 <sup>th</sup> March 2019
	Joint Action Committee of Employees, Teachers, Workers and Pensioners, A.P	
Major Association	Andhra Pradesh Secretariat Employees Coordination Committee	29 <sup>th</sup> March 2019
	AP Secretariat Asst. Section Officers' Assn.	

<b>Response to the Questionnaire/Representation to the Pay Revision Commissioner</b>	
<b>Sl. No.</b>	<b>Name of the Associations / Individuals</b>
1	Sri Dharmana Krishna Das Hon'ble Minister for Roads and Buildings
2	Sri Devineni Uma Maheswara Rao Former Minister for Water Resources Management
3	Smt. Paritala Suintha Former Minister for WCD&SC, Women Empowerment SERP
4	Sri Kalva Srinivasulu Former Minister for Information and Public Relations, Rural Housing
5	Dr. A.S Rama Krishna, Hon'ble Member of Legislative Council, Teachers Constituency
6	Sri Vennapusa Gopal Reddy Hon'ble Member of Legislative Council, West Rayalaseema Graduates Constituency
7	Sri Katti Narasimha Reddy, Hon'ble Member of Legislative Council, Teachers Constituency
8	Sri Muddada Ravi Chandra, IAS Former Principal Secretary to Government (FAC)
9	Smt. A.R. Anuradha, IPS Former Principal Secretary to Government Home
<b>AGRICULTURE DEPARTMENT</b>	
10	AP Agricultural Extension Officers Assn.
11	AP Agricultural Statistical Officers & Staff Assn.
12	AP Co-operative Gazetted officers Assn.
13	AP Co-operative Services Assn.
14	AP Agricultural Officers Assn.
15	AP Agriculture Marketing Dept. employees Association.
16	Agricultural Marketing Dept. Outsourcing employees Assn.
17	AP State Horticulture Employees Services Assn.
18	AP Horticultural Officers Assn.
19	AP Agricultural Marketing Committee Securityguards Union.
20	Agricultural marketing committee employees Assn.
21	The Agricultural Market Committee state employees welfare Assn.

22	AP Sericulture Field Asst. Employees
	<b>ANIMAL HUSBANDRY DEPARTMENT</b>
23	Pashu Chikitsak mahasangh veterinary services assn.
24	AP Non Graduate Veterinarians Federation
25	AP Veterinary Livestock Officers Assn.
26	AP Animal Husbandry Officers service Assn.
27	AP Veterinary Assistant surgeons service Assn.
28	AP Animal Husbandry Ministerial Service Assn.
29	A.P. Fisheries Officers Association, Kakinada, East Godavari Dist.
30	A.P. Fisheries Development Officers Association, Vijayawada.
	<b>AP LEGISLATURE SECRETARIAT</b>
31	Sri M.H.H Prem Kumar, Technical Officer, AP Legislature Assembly.
32	Sri Y. Balakrishna Assistant Translator
	<b>APPSC</b>
33	Andhra Pradesh Public Service Commission Employees Association
34	APPSC Newly Recruited Group-II Junior Assistant Employees Association, Vijayawada.
35	Junior Accountants (APPSC)
	<b>AP STATE ELECTION COMMISSION</b>
36	Sri A.V. Satya Ramesh, Secretary (FAC) and others, Amaravathi.
	<b>AP BHAVAN</b>
37	AP Bhavan Employees Welfare & Cultural Association, New Delhi.
	<b>DIRECTORATE OF ECONOMIC AND STATISTICS</b>
38	AP Economics and Statistical Officers Association.
39	AP Economics and Statistical Subordinates Association.
	<b>ENERGY DEPARTMENT</b>
40	Inspector of Boilers and other Employees / Officers Association.
41	Electrical Inspectorate Employees Association
	<b>ENVIRONMENT FOREST SCIENCE AND TECHNOLOGY</b>
42	AP Junior forest officer's assn.
43	Forest range Officers assn.

44	AP Forest Services Assn., Amaravati
	<b>FINANCE DEPARTMENT</b>
45	AP Govt. Life Insurance Dept. NGOs State Assn.
46	AP Treasury Service Association
47	Pay & Accounts Office Employees Assn.
48	Sub Treasure Employee (Jogi Nayudu)
49	APSA NGOs
50	AP Divisional Accounts Officers(works) Assn.
51	AP Pay & Accounts Office (works Accounts) Employees Assn.
	<b>GENERAL ADMINISTRATION DEPARTMENT</b>
52	Information Engineers Associations
53	Anti Corruption Bureau
54	Information and Public relation department Officers/ Employees Association.
55	Kalava Srinivasulu Hon'ble Minister for Information & Public Relations and Rural Housing
	<b>HOME DEPARTMENT</b>
56	AP Police Officers Assn.
57	AP State Home guard welfare Assn.
58	AP State Police Constables
59	AP Police Dept.
60	AP Police Ministerial Staff Assn. Vijayawada
61	AP Police Reporters Assn.
62	Director General of Police
63	AP Prisons Dept. Guarding force Assn.
64	AP State Disaster Response & Fire Services Assn.
65	AP Fire Service Officers Assn.
66	Printing Dept., Kurnool
67	Printing Department
68	Sainik Welfare Dept.
69	Sainik welfare employees Assn.
70	AP Intelligence Department Employees Assn. (APIDEA)
71	Intelligence Department

<b>HIGHER EDUCATION DEPARTMENT</b>	
72	Association of AP Govt. Degree Colleges contract JKC Full time mentors, AP.
73	Sri Vennapusa Gopal Reddy Hon'ble Member of Legislative Council, West Rayalaseema Graduates Constituency
74	Govt. College Gazetted Teachers Association, AP
75	A.P Govt. Colleges time Scale Lecturers Association, Hyd.
76	RGU-IIIT Employees Assn.
<b>HEALTH MEDICAL &amp; FAMILY WELFARE DEPARTMENT</b>	
77	AP Medical & Health statistical employees welfare assn.
78	Govt. Physiotherapists(Employees Welfare) Assn.
79	AP Physiotherapist's Assn.(DME)
80	Govt. Physiotherapists(Employees Welfare) Assn.
81	Medical & Health Department
82	AP Medical and Health Ministerial Services Assn.
83	AP State Contract Pharmacists and Lab- Technicians Assn.
84	AP Para Medical Ophthalmic officers assn.
85	Govt. General Hospital
86	AP Para Medical Employees Assn
87	AP Govt. Radiological Imaging Technologists' Assn.
88	AP Revised National T.B Control Programme, Contract employees union
89	AP Medical Employees Union
90	AP Pharmacists Assn.
91	Progressive MPHEO Assn.
92	L.D Computers (Statistics)Assn.(Medical & Health Dept.)
93	Graduate Multi purpose health extension officers & community health officers Assn.(GMCA)
94	AP Public health and medical employees union
95	AP Health and Medical Services Assn. (AP-HAMSA)
96	AP Health Employees Assn.(BHWS & SWS Assn.)
97	AP Public Health and others Depts. Assn.
98	AP Aarogyamithra Contract Employees Union
99	Chief Minister Aarogya kendrala contract employees union (UHC)
100	AP Govt. Doctors Assn.
101	Public Health & Medical Employees union

102	United Medical & Health Employees Union
103	The Government Graduate & Post Graduate Nurses Employees Association of CFW/DME/DH&FW
104	A.P Nursing Post-Graduates Association
105	A.P ANM's HS's PHN's, MPHEOs, MPHA's, MPHS's, (F) & (M), & CHO's Association
106	Andhra Pradesh (104) Contract Employees Union (Chandranna Sanchara Chikicha),
107	Govt. Institutions Trained Contract Multi-Purpose Health Asst. (Male) Employees Association
	<b>MEDICAL EDUCATION DEPARTMENT</b>
108	AP Medico Social Workers Assn
109	AP Health Education & Media Officers Assn.
110	Orthotic Technician Assn.
111	Association of Clinical Biochemists
112	Department of Community Medicine.
113	AP Medical Library Staff Assn.
114	Health Supervisors & Staff Nurses
115	Dr. G. Ravi Kumar, MD, Joint Director, Nodal Officer to 11th PRC, IMS Dept.
	<b>DRUGS CONTROL ADMINISTRATIVE DEPARTMENT</b>
116	Drugs Control Laboratory
117	Drugs control Administration
118	AP Drugs Inspectors Assn.
	<b>AYURVEDIC, YOGA, HOMOEOPATHY &amp; OTHER DEPTS.</b>
119	AP Homoeopathic Teachers Assn.
120	AP Ayurvedic Medical Officers Assn.
121	AP Ayush Dept. Compounders Ass.
122	AP Municipal Medical Officers Assn.
123	Librarians of Ayush Department
124	AP Unani Medical Officers Assn.
	<b>WATER RESOURCES (IRRIGATION) DEPARTMENT</b>
125	Irrigation Department NGO's Association.
126	Irrigation Lock Superintendent Association.
127	Irrigation Conservancy Assistant Association.
128	Andhra Pradesh Irrigation Lascars Association.
129	AP Technical Officers Association, Amaravathi.

130	AP Assistant Executive Engineers Association, Amaravathi.
131	AP State of Diploma Engineers Association.
132	Ground Water and Water Audit Department Employees Association.
133	Sri C. Pothlulaiah, Assistant Geophysicist
134	Sri N. Perumalla Setty, Assistant Geophysicist
135	Sri R. Suvarna Kumar, Assistant Geophysicist
136	Sri K. Govardhan Reddy, Assistant Hydrologist
137	Sri P. Rajasekhar Reddy, Assistant Hydrogeologist
	<b>INDUSTRIES AND COMMERCE DEPARTMENT</b>
138	Engineering Graduate Industrial Promotion Officers Assn.
139	Mines and Geology Department
140	Technical Officers Association.
141	AP Sugarcane Inspectors Assn.
142	The Andhra Pradesh Handlooms and Textiles Department Employees Association, Ramakrishna Sarada Apartment, AP.
	<b>LAW DEPARTMENT</b>
143	AP State Judicial Employees Assn
144	AP Judicial Class IV Employees State Assn.
145	Public Prosecutors
146	Association of Public Prosecutors (CADRE)
	<b>LEGAL METROLOGY (Civil Supply)</b>
147	AP Legal Metrology Officers Association.
	<b>LABOUR DEPARTMENT</b>
148	AP State Asst. Labour Officers Association, Guntur.
149	Sri S. Prasad, Additional District Judge, (FAC) Chairman cum Presiding Officer, Industrial Tribunal cum Labour Court Ananthapuram.
	<b>SKILL DEVELOPMENT DEPARTMENT</b>
150	Andhra Pradesh ITI & DLTCs Staff Association (Employment & Training Department), Vijayawada.
151	Andhra Pradesh Gazetted Employment Officers Association, Vijayawada.
	<b>MUNICIPAL ADMINISTRATION DEPARTMENT</b>
152	The Andhra Pradesh Municipal Commissioners and other Officers Association, Gorantla, Guntur.
153	Andhra Pradesh Municipal Subordinate Service Association, Tenali, Guntur Dist.
154	Andhra Pradesh Municipal Corporations Employees Association.



155	The Andhra Pradesh Municipal Ministerial Employees Association, Amaravati, AP
156	The Vijayawada Municipal Corporation Medical Employees Association, Vijayawada.
157	Grater Visakhapatnam Municipal Corporation Ministerial Service Association, Visakhapatnam.
158	Grater Visakhapatnam Municipal Employees Union, Visakhapatnam.
159	Sri J.Appala Naidu, Municipal Commissioner, Mammidivaram, East Godavari
160	Sri. Bapiraju Municipal Commissioner, Amalapuram Municipality
161	Sri Nagendra Biyani, Municipal Commissioner, Selection Grade
162	Sri V. Ravi Kumar & Others, Work Inspectors, Vijayawada
163	AP Municipal Medical Officers Association, Vijayawada.
164	Sri B. Suneel Kumar, Assistant Engineer, Municipal Corporation, Vijayawada.
165	Sri K.V. Ramana (Suptd.) GVMC, Visakhapatnam.
166	Sri Ramesh Municipal Commissioner, Kakinada.
167	Urban Local bodies service employees Association, Vijayawada.
	<b>PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT</b>
168	AP Panchayat Raj Ministerial Employees Assn.
169	AP Panchayat Secretaries Union
170	AP Extension Officer (PR&RD)s Assn
171	Navya Andhra Pradesh State PR &RWS & S TIME scale employee Assn.
172	AP Panchayati Raj Engineers Assn.
173	AP Panchayati Raj Site Engineers Assn.
174	Panchayati raj Superintendents Assn.
175	AP Panchayat raj & Rural Development service Assn.
176	AP DPOs & DLPOs Assn.(Panchayati wing)
177	RWS&S Sub Division, Repalle
178	P.R and all Departments Assn.
179	Association of Asst. Executive Engineers.
180	AP Panchayati Raj Engineers Assn.
181	Panchayati Secretary (Grade 4)
182	AP State District Panchayati employees Assn.
	<b>LAND ADMINISTRATION DEPARTMENT</b>
183	AP Revenue Services Assn.

184	AP Direct Recruitment VROs Assn.
185	AP Village Revenue Officers Association
186	Village Revenue Officer (K. Ramanamurthy)
	<b>REISTRATION AND STAMPS DEPARTMENT</b>
187	The Andhra Pradesh Sub Registrar Association, Guntur.
188	AP District Registrars Association, Amaravati.
	<b>COMMERCIAL TAX DEPARTMENT</b>
189	AP Commercial Taxes Gazetted Officers Assn.
190	AP Commercial Taxes Non- Gazetted Officers Assn.
191	Commercial Taxes Dept. Contingent Employee Association.
	<b>SURVEY SETTLEMENT AND LAND RECORDS</b>
192	AP Survey Employees Assn.
193	Deputy Inspector of survey employees Assn.
	<b>PROHIBITION &amp; EXCISE DEPARTMENT</b>
194	AP Proh. & Excise Gazetted officers Assn.
195	AP Proh. & Excise Executive officers Assn.
196	AP Proh. & Excise Constables and Head constables Assn.
197	Prohibition and Excise Outsourcing Employees Association.
	<b>ENDOWMENTS DEPARTMENT</b>
198	Association of Non Gazetted Executive officers of Endowments Department.
199	AP Endowments mofussil employees assn.
200	AP Endowment Executive Officers Association.
	<b>TRANSPORT DEPARTMENT</b>
201	AP Transport Gazetted Officers Assn.
202	AP Transport Department (Non-Technical) Employees Assn.
203	Association of Transport Department Technical Officers
204	AP Transport Officers Assn.
205	(B.V. Murali Krishna) Motor Vehicles Inspector
206	AP.Govt Vehicles Drivers Central assn.
207	Sri. G.V Raghavarao, SE (M) and Sri. M.S N Benarji, PA to DOSP, Kakinada.
	<b>SCHOOL EDUCATION DEPARTMENT</b>
208	Minority Teachers Assn. (MTA)
209	AP Education Dept. Contract employees Assn.

210	Progressive state Teachers Union
211	Govt Residential Employees and Teachers Assn Front. AP
212	Telugunadu Upadhyaya Sangham
213	AP Cluster Resource Person Welfare Assn.
214	AP Govt. Polytechnic Technical Staff Assn.
215	AP NGOs Assn.(Director of Govt. Examinations office cell)
216	Telugunadu Teachers Association
217	A.P.T.D Non-Technical Officers Assn.
218	APUS (AP Upadhyaya Sangham)
219	JAC of State Govt. Contract & Out sourcing Employees, Teachers& Workers
220	AP JAC Amaravati (Teachers,workers, Retired employees) Assn.
221	Director of Government Examination
222	Rastiya Upadhya Pandith Parisath AP(RUPPAP)
223	School Education Vocational Instructors Assn.
224	AP Teachers Guild
225	AP Sarva Shiksha Abiyan Mis Co-Ordinators Welfare Assn.
226	AP Adult Education employees Assn.
227	Govt. Junior College Librarians Association
228	AP State District Liabrary Employees Assn.
229	AP Rashtra Zilla Grandhalaya Samastha's employees Assn.
230	AP Teachers Federation
231	AP United Teachers Federation
232	Municipal Teachers Federation of AP
233	AP Teachers Educators Assn.
234	Democratic Teachers Federation
235	Government Junior Colleges, (Intermediate, vocational education)
236	AP Contract Lecturers JAC
237	AP Model Schools Principals & Teachers Assn
238	Progressive Recognized Teachers Union.
239	Secondary Grade Teachers Federation
240	State Teachers Union
241	AP Teachers Federation

242	AP Pradhanopadhya Sangham.
243	Sri S. Siddaiah Deputy Director, Adult Education Department.
244	DSC 2003 Teachers Forum
245	Rastra Jateeya Upadhyaya Parishath.
246	Sri Srikumar, School Assistant, ZPHS, Srikakulam.
247	Sri Govinda Rao Anattala
	<b>INTERMEDIATE EDUCATION DEPARTMENT</b>
248	Govt. Jr College Physical 8Directors Assn.
249	AP Govt. Junior Colleges Contract Lecturers Association.
250	AP State vocational Junior lecturers(M.T.S) Association
251	Intermediate Vocational Senior Instructors (Minimum Time Scale) Assn.
252	AP Vocational Lab Assistants(MTS) Assn
253	Government Junior Lecturers Assn.
254	Government Junior Colleges principals Assn
255	AP Aided Colleges Part time/Temporary/Un-Aided lecturers Assn.
256	Vocational Lab Attenders Assn.(Intermediate Education)
257	State Vocational Part-time Junior Lecturers Assn.(Intermediate Education)
	<b>SOCIAL WELFARE DEPARTMENT</b>
258	Social Welfare Dept.(APSWREIS)
259	AP Social Welfare Dept. Ministerial Staff Association.
260	Welfare of Disabled & Sr. Citizens NGOs Employees Association.
261	BC Welfare Hostel D.W.W Employee Association.
262	AP State SC,ST,BC Hostel Welfare Officers Joint action committee
263	Joint Action committee (JAC) A.P.S.W.R.E.I. Society
264	AP state Assistant B.C Welfare officers Association.
	<b>SECRETARIAT</b>
265	AP Secretariat Assn.
266	AP Secretariat Assistant Section Officers Assn.
267	AP State Typists & Stenographers Assn.
268	AP State Typists & Stenographers Assn.
269	AP Secretariat outsourcing employees Assn.

	<b>TRIBAL WELFARE DEPARTMENT</b>
270	Tribal Residential Educational institutions outsourcing teachers Assn.
	<b>WOMEN AND CHILD WELFARE DEPARTMENT</b>
271	ICDS Supervisors & Eos (W&CW) Association
272	AP employees of women development and child welfare dept. Assn.
273	National Federation of the Blind-India
274	National Federation of the Blind-India
275	National Federation of the Blind-India , Kadapa
276	Visually challenged employees Association.
277	Differently abled employees Association.
278	Karunya Disabled and Orphans welfare and empowerment society
279	AP Juvenile welfare Dept. Officers Association.
280	AP Hearing Handicapped Employees' Association.
	<b>YOUTH ADVANCEMENT DEPARTMENT</b>
281	Archaeology and Museums employees Association.
282	AP State Govt. NCC Employees Association.
283	Archaeology and Museums Department
284	Sri B.Parasuramudu, Keeper of Estampages
	<b>COMMON CATEGORY EMPLOYEES</b>
285	Common category Employees
	Joint Action Committees / CO-Ordination Committees
286	Andhra Pradesh Gazetted Officers JAC.
287	AP JAC Amaravati (Teachers, workers, Retired employees) Assn.
288	Joint Action Committee of Employees, Teachers Workers and Pensioners.
289	AP Secretariat Employees Coordination Committee.
290	Joint Action Committee, NMR/Daily Wage/Consolidated/Time Scale/Full Time/Part Time Employees Assn.
291	AP Non Gazetted Officers Association.
292	AP Non Technical Personal Assistants (Gazetted) Assn.
293	ALL Govt. class IV Employees Central Assn.
294	AP Contributory Pension Scheme Employees Assn
295	Non Gazetted Officers Association(State)
	<b>WORK CHARGED /MTM/OUTSOURCING</b>

296	AP Irrigation, Roads & Buildings, Public Health, Panchayat Raj & Municipal Employees State Association, Amaravati.
297	AP Irrigation, R & B, P.R, R.W.S., Departments Maintenance & Project Establishment Employees Association, Amaravati
298	AP (PWD) Irrigation Employees Union, AP (High Ways) R&B Employees Union, AP (ZP) Panchayatraj Employees Union, Tenali.
299	Navya Andhra Pradesh State PR & RWS & S time scale employees Association, Guntur
300	Andhra Pradesh Laskars & Work Inspector and Out Sourcing Lascars KC Canal Divisional & All Irrigations Association, Kurnool & Kadapa District
301	AP Projects & Constructions Employees & Mazdoor Union, Amaravati.
302	NMR / Daily Wage / Consolidated Pay / Full Time / Part Time / Time Scale Employees Joint Action Committee, Amaravathi
303	Centre of Indian Trade Unions (CITU), Vijayawada.
304	Minimum Time Scale Employees Association, Amaravati.
	<b>HIGH COURT OF ANDHRA PRADESH</b>
305	Court Masters and Personal Secretaries to Hon'ble Judges and Registrars
	<b>PENSIONERS</b>
306	State Government Pensioners Association, Amaravati
307	State Government Pensioners Association, Tirupathi Unit, Chittoor District
308	State Government Pensioners Association, Satyavedu Unit, Annavaram
309	Bharat Pensioners' Samaj, New Delhi.
310	State Government Pensioners Association, Kovvuru Unit
311	The Retired Employees Welfare Association, Chittoor
312	Andhra Pradesh Government Retired Employees Association, Vijayawada
313	APCPS Employees Association, Amaravati.
314	A Jagannadha Rao (Retd. Army)
315	Public Sector undertaking (Drawing prorated pension from Govt.)

**GOVERNMENT OF ANDHRA PRADESH**  
**ABSTRACT**

Public Services – Revision of Pay Scales -Interim Relief Pending Revision of Scales of Pay - Sanctioned - Orders-Issued.

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**FINANCE (PC and TA) DEPARTMENT**

G.O.Ms.No.60

Dated: 06 -07 -2019.

Read the following:

1. G.O.Ms.No.75, GA (SC.A) Department, dated 28.05.2018.
2. G.O.Ms No 21 Finance (PC&TA) Department dated 18.02.2019.

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**ORDER:**

In the reference 1<sup>st</sup> read above, the State Government has constituted the 11th Pay Revision Commission (PRC), which is currently seized of the matters relating to the pay and allied matters of the State Government employees. Subsequently, the service associations have requested for sanction of Interim Relief (IR) pending final decision on the recommendations of the 11<sup>th</sup> PRC.

2. The Government, after careful examination of the representations of the service associations have decided to sanction Interim Relief at the rate of (27) % of the basic pay in supersession of the orders issued in the reference second read above. Accordingly, Government hereby sanction Interim Relief pending the recommendations of the PRC to all Government Employees, including the employees of the Local Bodies (PR and ULBs) and the Government Institutions receiving Grants-in-Aid from the Government, and Work Charged Employees and Full-Time Contingent Employees who are currently drawing pay in the Revised Scales, 2015.

3. Accordingly, the following orders are issued:

- a. Interim Relief will be paid at the rate of (27) % of the basic pay with monetary benefit from 1<sup>st</sup> July, 2019. The Interim Relief is admissible on Basic Pay as defined under FR 9(21) (a)(i).
- b. The Interim Relief sanctioned above shall be shown as a distinct element of remuneration which shall be adjusted against any benefit that may accrue to the employees on account of revision of scales of pay and other allowances as a result of Government's decision on the Report of the Pay Revision Commissioner.
- c) The Interim Relief shall be applicable to all Government Employees, including the Employees of the Local Bodies (PR and ULBs) and the Government institutions receiving Grants-in-Aid and Work Charged Employees and Full-Time Contingent Employees who are currently drawing pay in the Revised Scales, 2015.

- d) The Interim Relief will not be admissible to the Officers of the Andhra Pradesh State Higher Judicial Service, the Andhra Pradesh State Judicial Service, All India Service Officers (AIS) and those drawing salaries on UGC / AICTE / ICAR / Government of India Scales, contract staff, and staff of Societies, Autonomous Institutions, Public Sector Undertakings and all those not covered under categories mentioned at 'Para-3 c' above. The Interim Relief will also not be admissible to the Part Time Contingent Establishment.
- e) The payment on account of Interim Relief involving fractions of fifty paise and above shall be rounded off on the next rupee and fraction of less than fifty paise shall be ignored.
- f) The Interim Relief sanctioned above shall not count for computation of Dearness Allowance, House Rent Allowance, City Compensatory Allowance or any other Allowances, Encashment of leave, Pay Fixation, Pension or Gratuity, etc.,
- g) The expenditure on sanction of Interim Relief shall be debited to the detailed Head "010.Salaries – 015. Interim Relief" under respective Major, Minor and Sub heads of Account.

4. All the Departments of Secretariat and Heads of Departments are requested to take prompt steps to provide additional funds under the relevant Heads of Account.

5. The G.O. is available on Internet and can be accessed at the address <http://goir@ap.gov.in> & <http://www.apfinance.gov.in>.

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

**SHAMSHER SINGH RAWAT**  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The P.S to Chief Secretary to Government, Andhra Pradesh. Velagapudi.  
All Special Chief Secretaries / Principal Secretaries / Secretaries to Government,  
The Principal Secretary / Secretary to the Chief Minister and Private Secretaries to all Ministers.  
The Principal Secretary to Governor of Andhra Pradesh, Hyderabad.  
All Heads of Departments,  
All District Collectors, All  
District Judges,  
The Principal Accountant General (A&E), Andhra Pradesh,  
The Principal Accountant General (Audit), Andhra Pradesh.  
The Registrar General, High Court of Andhra Pradesh, at Vijayawada (with a covering letter)  
The Director of Treasuries & Accounts, AP, Ibrahimpatnam.  
The Director of State Audit, A.P., Ibrahimpatnam.  
The Pay & Accounts Officer, A.P., Ibrahimpatnam.  
The Director of Works Accounts, A.P., Ibrahimpatnam.  
The Registrar, A.P. Administrative Tribunal, Hyderabad.



All the Joint Directors of Works Projects.  
All the District Treasury Officers.  
All the Chief Executive Officers of all Zilla Parishads.  
All the Commissioners/Special Officers of the Municipalities/Corporations.  
The Pay Revision Commissioner, Andhra Pradesh.  
The Secretary, AP Public Service Commission. The General  
Administration (Cabinet) Department.  
Copy to all Recognized Service Associations in A.P.  
S.F./S.Cs.

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

Pension –Sanction of Interim Relief at the rate of (27) % of the Basic Pension w.e.f. 01.07.2019 to the Pensioners – Sanctioned – Orders– Issued.

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**FINANCE (HR-3-PENSION-I) DEPARTMENT**

G.O.MS.No.61

Dated: 18-07-2019

Read the following:

1. G.O.MS.No.51, Finance (Pen.I) Department, dated 08.05.2015.
2. G.O.Ms.No.75, GA (SC.A) Department, dated 28.05.2018.
3. G.O. MS.No.11, Finance (Pen.I) Department, dated. 09.01.2014.
4. G.O.Ms. No.21, Finance (PC-TA) Department, dated 18.02.2019.
5. G.O.Ms.No.30, Finance (HR.III-Pen.I) Department, dt.21.02.2019.
6. G.O.Ms.No.60, Finance (PC-TA) Department, dated 06.07.2019.

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**ORDER:**

In the G.O 2<sup>nd</sup> read above, orders were issued appointing the 11<sup>th</sup> Pay Revision Commission (PRC) & also laying down the terms of reference of the 11<sup>th</sup> Pay Revision Commission. The Review of existing pension structure is also one of the terms of reference of the Pay Revision Commission.

2. Pending recommendations of the Pay Revision Commissioner, in the G.O.6<sup>th</sup> read above, Government have issued orders sanctioning Interim Relief to all Government Employees, including the employees of the Local Bodies (PR & ULBs) and the Institutions receiving Grants-in-Aid from the Government, who are drawing pay in Revised PayScales, 2015 at the rate of (27)% of the basic pay with monetary benefit from 1<sup>st</sup>July 2019 in supersession of the orders issued in the reference 4<sup>th</sup> read above subject to terms and conditions laid down therein.

3. As, the review of existing pension structure is also one of the terms of reference of the Pay Revision Commission, Government has considered it appropriate to sanction Interim Relief to the Pensioners also pending recommendations of the Pay Revision Commission in this regard.

4. Accordingly, Government hereby sanctioned Interim Relief at the rate of (27)% of the Basic Pension with monetary benefit from 1<sup>st</sup>July 2019, in supersession of the orders issued in the reference 5<sup>th</sup> read above to all Government Pensioners/Family Pensioners including the pensioners of the Local Bodies (PR & ULBs), the Institutions receiving Grants-in-Aid from the Government, Work Charged Establishment and erstwhile Full-Time contingent employees, who are currently drawing pension in the Revised Scales of Pay 2015 subject to the following terms and conditions:

- (a) Interim Relief shall be shown as a separate element. No Dearness Relief on this element shall be admissible. Interim Relief involving a fraction of rupee will be rounded off to the next higher rupee.

- (b) The Interim Relief sanctioned shall be fully adjusted against and included in the package, which may become admissible to the Pensioner/ Family Pensioner as a result of Government decision on the final report of the Pay Revision Commissioner.
5. The Interim Relief ordered above shall apply to:
- (a) (i) those who retired from service after 01.07.2013 drawing pay in the Revised Pay Scales, 2015;
- (ii) those who retired prior to 01.7.2013 and whose pension was consolidated in the light of orders issued in the G.O. 1<sup>st</sup> read above;
- (b) Jagir and Estate Pensioners and
- (c) Service Pensioners or Family Pensioners in respect of the categories mentioned at para 3(c) of the GO 6<sup>th</sup> read above and who are governed by A.P. Revised Pension Rules, 1980.
6. These orders are not applicable to:
- (i) The pensioners who retired while drawing UGC /AICTE and ICAR Scales.
- (ii) Financial Assistance grantees who are not getting Dearness Relief.
- (iii) Pensioners/Family Pensioners of the members of the A.P. State Higher Judicial Service and A.P. State Judicial Service.
- (iv) Pensioners/Family Pensioners whose pension was consolidated in the light of the orders issued vide G.O. Ms. No.54, Higher Education (UD.II) Department, Dated 08.06.2011, G.O. (P) No.95 Finance (Pension.I) Department, Dated 01.08.2010 and G.O.Ms. No.31, Higher Education (UE.II) Department, dated 24.05.2013
7. The term pension for the purpose of calculation of above Interim Relief:
- (i) Pension/ Family Pension in case of pre 1.7.2013 retirees and where Family Pension was sanctioned prior to 1.7.2013 means the consolidated pension or consolidated Family Pension in terms of G.O 1<sup>st</sup> read above.
- (ii) In the case of pensioners who retire from service on or after 1.7.2013 or where family pension is sanctioned for the first time on or after 1.7.2013, Pension/ Family Pension means the Basic Pension/ Basic Family Pension as the case may be.
8. In case of pensioners in receipt of more than one pension, the Interim Relief shall be calculated on both the pensions.
9. If any pensioner is re-employed/ employed under the State or Central Government or any Public Enterprise or Autonomous Body under the control of State or Central Government, he/she shall not be eligible to draw Interim Relief on Pension/Family Pension during the period of such re-employment/employment.

10. All the Treasury Officers/ Pension Payment Officers shall work out and make payments of Interim Relief on pension sanctioned in this order without waiting for further authorization/ instructions from the Accountant General (A&E), A.P., Hyderabad / Vijayawada in terms of the orders issued in G.O.(P) No.270, Finance & Planning (FW: PSC.I) Department, dated 7.10.1986.

11. The expenditure is allocable among the various States in accordance with provisions of Rule 24 of the incidence of pension rules in Appendix – III-B of the Andhra Pradesh Accounts Code, Volume-I.

12. The G.O.is available on Internet and can be accessed at the address “<http://www.goir.ap.gov.in>” and <http://www.apfinance.gov.in>.

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

**SHAMSHER SINGH RAWAT**  
PRINCIPAL SECRETARY TO GOVERNMENT

To

All Special Chief Secretaries / Principle Secretaries / Secretaries to Government.

All Departments of Secretariat.

All Heads of Departments.

The Secretary to Governor, Raj Bhavan, Hyderabad.(with a covering letter)

All the Collectors.

The Registrars of all Universities in the State.

The Registrar General, High Court of Andhra Pradesh, Hyderabad (with a covering letter) The

Registrar Lokayukta and Upa Lokayukta, A.P. Hyderabad (with a covering letter).

The Registrar, A.P. Administrative Tribunal, Hyderabad. (with a covering letter)

The Secretary, Andhra Pradesh Public Service Commission, Vijayawada. (with a covering letter)

All the District Judges.

The Principal Accountant General, A.P. Hyderabad. (with a covering letter)

The Accountant General (A&E) A.P. Hyderabad.

The Accountant General (Audit. I) A.P. Hyderabad.

The Accountant General (Audit.II) A.P. Hyderabad.

The Accountant General of other states given below through A.G., A.P. Hyderabad

The Accountant General, Tamilnadu, Chennai.

The Accountant General, Maharastra, Mumbai.

The Accountant General, Gujarat.

The Accountant General (A&E) Kerala, P.N.No.5607, Tiruvananthapuram - 695 039.

The Accountant General (A&E) Karnataka, Bangalore.

The Accountant General (A&E), U.P., Allahabad.

The Accountant General (A&E), Haryana, Chandighar.

The Accountant General (A&E), Punjab, Chandighar.

The Accountant General (A&E), Rajasthan, Jaipur.

The Accountant General (A&E), Assam, Dispur.

The Accountant General (A&E), Bihar, Patna.

The Accountant General, Orissa, Bhubaneswar.

The Accountant General, (A&E-II), Madhya Pradesh, Gwalior.

The Accountant Officer (Pen. Co-Ordination), O/o the Principal Accountant General (A&E) Calcutta, West Bengal.

The Secretary to Government, Finance Department, Secretariat, Chennai, Tamilnadu.

The Secretary to Government, Finance Department, Secretariat, Trivendram, Kerala.

The Secretary to Government, Finance Department, Secretariat, Bhubaneswar, Orissa.

The Public Accounts Officer, Treasury, Pondichery.

The Director of Treasuries and Accounts, A.P. Ibrahimpatnam.

The Director of State Audit, A.P. Ibrahimpatnam.  
The Director of Works and Projects, Ibrahimpatnam.  
The Pay and Accounts Officer, Ibrahimpatnam.  
All the District Treasury Officers.  
The Chairman, Tribunal for Disciplinary Proceedings, Hyderabad.  
All the Pensioners Associations.  
SF/SCs