



**SUPPLEMENTAL REPORT OF  
11<sup>th</sup> PAY REVISION COMMISSION  
ANDHRA PRADESH  
2020  
ON  
PUBLIC TRANSPORT DEPARTMENT  
Volume-VI**



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





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## Table of Contents

Sl. No.	Chapter	Page No.
i.	Executive Summary	i
1.	Introduction	1
2.	History of Evolution of APSRTC	3
3.	Organizational Structure and Administrative Hierarchy	5
4.	Staffing Pattern	9
5.	Past Revisions of Pay Scales in APSRTC	13
6.	Assignment of RPS-2018 to PTD employees	15
7.	Method of Pay Fixation in RPS-2018	61
8.	Allowances, Special Pay, Perquisites and Incentives	68
9.	Protection of Emoluments	93
10.	Automatic Advancement Scheme for PTD Employees	94
11.	Other Service Benefits	96
12.	Pensionary/Retirement Benefits	97
13.	Financial Implications	100
14.	Annexure-I: Pay Scales assigned to various categories in Public Transport Department	101
15.	Annexure-II: G.O.Rt.No. 566 GA(SC.A) Dept. dated 17-03-2020- ToR for 11 <sup>th</sup> PRC relating to PTD	105
16.	Annexure-III: List of Responses and Representations received	107
16.	Annexure-IV: Schedule of Meetings with PTD Employees' Associations/ Unions	108



## EXECUTIVE SUMMARY

### **1. Pay Scale:**

The Commission is of the view that a proper and full integration of the former APSRTC employees in the Government service, on their absorption in PTD with effect from 01-01-2020, presupposes that they have uniform pay structure and pay scales with that of the other Government employees. Accordingly, the Commission recommends that the Revised Master Scale comprising of 32 Grades and 83 stages, suggested by us in Vol-I of this Report, be made applicable to the PTD employees also.

### **2. Assignment of equivalent Government Pay Scales:**

Each category of PTD employee has been assigned a corresponding pay scale in RPS-2018. The Commission has also recommended that the employees drawing the 9 or 18 year Stagnation Grade pay scales in the APSRTC may be assigned the Special Grade Post Pay Scale and Special Promotion Post Scale I-B/ Special Adhoc Promotion Post Scale I-B (under the Automatic Advancement Scheme-AAS) corresponding to the RPS-2018 scale assigned by this Commission against the basic post held by the employee in APSRTC RPS-2017.

### **3. Principle of pay fixation in RPS-2018 with effect from 01-01-2020:**

The Commission has recommended that the pay fixation of the PTD employees, who were in service prior to 01-07-2018, be done in a two-step process i.e. first by fixing the pay notionally in RPS-2018 as on 01-07-2018 and then by re-fixing the pay in RPS-2018 as on 01-01-2020. For the first step the Commission has recommended a fitment benefit of 1.6% % on the Basic Pay as on 01-07-2018 in the APSRTC RPS-2017. A prescription has also been made in respect of pay fixation of employees who have joined duty in the APSRTC between 01-07-2018 and 01-01-2020.

### **4. Dearness Allowance:**

We have recommended that the Dearness Allowance (D.A.) with effect from 01-01-2020 (date of absorption) shall be the same as the Dearness Allowance fixed by the State Government for all its employees following the prescription in Chapter-7 of Vol-I of our Report.

### **5. House Rent Allowance (HRA):**

The same rates of HRA, as already recommended for the State Government employees in Chapter-7 of Vol-I, are recommended for application to the PTD employees also with effect from 01-01-2020. In addition, we have recommended that PTD employees, whose work stations have been fixed at Hyderabad, Bengaluru and Chennai, shall also be eligible to draw HRA @ 30% of Basic Pay subject to a maximum of ₹.26,000/- per month.

**6. City Compensatory Allowance (CCA):**

The Commission has recommended for the PTD employees the same rates of CCA as those recommended for the other State Government employees stationed in different Municipal Corporation areas. Separates rates have also been indicated for the PTD employees head quartered in Hyderabad, Bengaluru and Chennai Municipal Corporations.

**7. Other Allowances, Special Pay, Perquisites and Incentives**

The other Allowances, Special Pay, Perquisites and Incentives etc. have been rationalised after examining the rationale for extending such benefits.

**8. Protection of total emoluments of PTD employees**

In case, for any PTD employee the grosstotal emoluments (sum total of Pay and Allowances), as fixed on 01-01-2020 in the RPS-2018, falls short of his/her total emoluments in the existing APSRTC scale, such shortfall may be treated as Personal Pay to be absorbed in future increases in pay and allowances.

**9. Automatic Advancement Scheme (AAS):**

The Commission recommends that the PTD employees may be extended the benefits of AAS, in lieu of the existing Stagnation Grade Scale Scheme of APSRTC, in the following manner:

- (a) The benefit of AAS Scales may be given on absorption into Government Service i.e. 01-01-2020, on satisfying the eligibility conditions and following the guidelines stipulated under the Scheme;
- (b) As in the case of other Government employees, the benefit of Automatic Advancement Scheme may be allowed up to and inclusive of Grade25 (₹.76730-162780) in the revised scales;
- (c) The total qualifying service in any category put in by a PTD employee i.e., including the APSRTC service prior to 01-01-2020 and Government service from 01-01-2020, may be counted towards determining eligibility for AAS Scales.

**10. Other Service Benefits**

All service benefits including leave benefits, advances, medical facilities and special benefits for Differently Abled Employees, Compassionate Appointment Scheme, Insurance Coverage under APGLI/GIS etc, which are available to the other Government employees, may be made applicable to the PTD employees also with effect from 01-01-2020 (date of absorption). Similarly, the past regular service rendered in the APSRTC should be counted for all purposes on absorption in the Government.



**11. Pensionary Benefits:**

We recommend that the PTD employees, absorbed in Government service on 01-01-2020, be given an option to either continue with EPS-95 or join the CPS. The PTD employees, who opt for CPS, will automatically be covered under the DCRG Scheme applicable to the other Government employees. In case, however, they opt to continue under EPS-95, they may be allowed get the benefit under the APSRTC Gratuity formula as before.

**12. Other Retirement Benefits**

It is recommended that the PTD employees, who are absorbed into Government service on 01-01-2020, should be entitled, after their retirement, to the following other benefits on par with other Government employees:

- a) Encashment of accumulated Earned Leave
- b) Coverage under EHS
- c) Death Relief
- d) Medical Allowance
- e) Benefits applicable on voluntary retirement/retirement on medical grounds

**13. Financial Implication:**

The net additional financial impact of our recommendations is expected to be of the order of ₹.225-250 Crore per annum.



## **CHAPTER-1 INTRODUCTION**

**01.01.** The Government of Andhra Pradesh constituted the 11<sup>th</sup> Pay Revision Commission by issuing G.O.Ms.No.75, General Administration(SC.A)Department, dated: 28.5.2018. In the said Government Order specific Terms of Reference (ToR) were set out for the Commission. One of these ToRs was “(for the PRC) to give its recommendations on any other matter referred to it by the State Government during the tenure of its office.” Subsequently, on 17<sup>th</sup> March, 2020, Government have issued orders in G.O. Rt. No. 566 General Administration (SC.A) Dept. referring the matter of study of the pay structure and other service matters of Public Transport Department (PTD) employees (formerly APSTRC) to the 11th Pay Revision Commission for its recommendations. While doing so the Government decided to fix the following fresh Terms of References for the Commission:

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

**01.02.** The Commission has accordingly called for the required information in Proformas I, II, II and IV relating to the organisational structure, pay scales assigned from

time to time, details of Special Pays and Allowances and methods of appointment etc. in respect of various categories of employees of the Public Transport Department (former APSRTC). It also issued a Press note on 18-03-2020 soliciting the views/ suggestions and aspirations of the Employees' Associations/ Unions/ Individual employees to be submitted to the Commission by 06-04-2020. Unfortunately, almost immediately thereafter, due to the increasing menace of the spreading Corona virus infection, the national Government announced country-wide lockdown from 25<sup>th</sup> March, 2020 which resulted in massive disruption to normal activities, including organising large assemblies. Social Distancing, as a rudimentary precautionary measure against virus infection, was advocated by the Government in a big way. Citing this, the Public Transport Department (PTD) Employees' Associations requested the Commission for extension of time up to 10 days after lifting of the lockdown, for submission of their representations/ suggestions. Accordingly the Commission extended the time limit for submission of grievances up to 30-05-2020. The Commission also sent a Questionnaire covering various aspects of the 'Terms of Reference' to the Service Associations/ Unions and Departmental authorities soliciting their views and suggestions. The Commission is immensely grateful to Sri K. Jaya Sankar, Personnel Officer, PTD, who was appointed as the Liaison Officer, for submitting all the information required by the Commission with utmost expedition.

**01.03.** In view of the largescale prevalence of Covid-19 the Commission held virtual video meetings with various Associations of employees belonging to the PTD on 21<sup>st</sup>, 22<sup>nd</sup> and 23<sup>rd</sup> July, 2020 and received their valuable suggestions. These inputs were considered very carefully by us while firming up our views on the ToR.

**01.04.** This part of the Report of the Commission is exclusive to the employees of the Public Transport Department and is being submitted as a supplement to the main Report in Volumes I-V, which pertain to the employees of all the other Government Departments. We also intend to make it clear that in accordance with the ToR given to this PRC, all our recommendations herein are meant only for the former regular employees of APSRTC who were absorbed in the Government service (PTD) with effect from 01-01-2020.

## **CHAPTER-2**

### **BRIEF HISTORY OF EVOLUTION OF APSRTC**

**02.01.** The Andhra Pradesh State Road Transport Corporation (APSRTC) was formed under the Road Transport Act, 1950 through G.O. Ms. No. 36, Home (Transport-IV) Department dated 06-01-1958. Initially a fleet of 27 buses of the erstwhile Nizam State Railways and Road Transport Department (NSRTD) was taken over by the Corporation at the time of formation. A contributory capital of ₹.201.27 Cr. Was made available by the Government of India (₹.61.07 Cr) and Government of Andhra Pradesh (₹.140.20 Cr), approximately in the ratio of 31:69. The Corporation was mandated to provide safe, reliable, punctual and comfortable public transport services at economical fares.

**02.02.** As mandated in Chapter 4 of the Motor Vehicles Act, 1988, the Corporation went about nationalizing the transport services in the Andhra, Rayalaseema and Telangana Regions in the undivided Andhra Pradesh State and became the world's largest passenger transport operator with a fleet of 22,459 buses and found a prestigious place in the Guinness Book of world records.

**02.03.** The Corporation received 26 awards at the national level for fuel efficiency in a span of 22 years between 1983 and 2004. Over the years it also received 36 awards in different categories from the Association of State Road Transport Undertakings (ASRTU)

**02.04.** With the bifurcation of the State of Andhra Pradesh into residuary Andhra Pradesh with 13 districts and Telangana State consisting of 10 districts, the erstwhile APSRTC was also divided into the Andhra Pradesh State Road Transport Corporation (APSRTC) and Telangana State Road Transport Corporation (TSRTC) with effect from 2<sup>nd</sup> June, 2014. Some of the movable and immovable assets have been allocated to the two Corporations basing on their geographical locations whereas some common assets are yet to be divided. The staff of the erstwhile Corporation have been divided between the two separate entities in the stipulated ratio, based on the 'local status' of individual employees.

**02.05.** Post-bifurcation, APSRTC has a fleet of 12,027 buses operating from 108 major and 311 minor bus stations. It provides public transport to 14,123 villages (81% of all villages in AP). Owing to its well-established preventive maintenance practices the Corporation holds the lowest accident rate of 0.08 per one lakh km and lowest break-down rate of 0.04 per 10,000 km. Continuing its pre-bifurcation record the Corporation has been receiving awards from the ASRTU (Association of State Road Transport Undertakings) in different categories. The buses run by the Corporation had an occupancy ratio of 78 percent, covering over 43.20 lakh kms and carrying 62 lakh passengers for the year 2018-19. The gross revenue of the Corporation has been steadily growing over the years, the figure for 2018-19 being ₹.5,996 Crore, an increase of over 7% over the previous year.

**02.06.** Despite the good operational performance, the Corporation's finances have taken a beating in the last few years. The main reasons for the poor financial performance are two-fold. Firstly, the steep rise in the cost of fuel (diesel) due to withdrawal of subsidy by the GoI has not been passed on to the passengers through commensurate increase in

bus fares and secondly, the frequent upward revisions in staff wages (in 2013 and again in 2017) have pushed up administrative costs by nearly ₹.1,300 Cr. per annum. In order to mitigate the impact to some extent the Corporation has effected a staff rationalisation exercise. However, notwithstanding this, arrears of wages payable to the employees have mounted to ₹.1750 Cr. On the operational side, in 2018-19 the cost stood at ₹.44.72 per km whereas the revenue earned was ₹.38.19 per km, thus leaving a deficit of ₹. 6.53 per km. Currently, the Corporation has outstanding liabilities to the tune of about ₹.7000 Cr. and it has been incurring losses @ ₹.100 Cr every month. In order to meet the revenue deficit the Corporation has been borrowing from financial institutions resulting in cumulative debt of ₹.3450 Cr. with an interest servicing burden of about ₹. 320 cr. per annum.

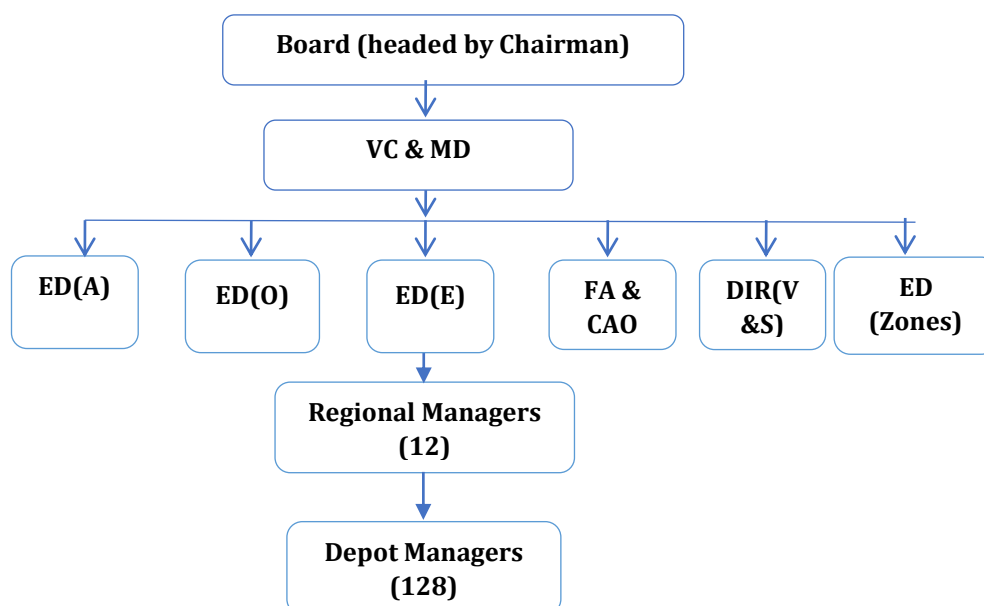
### **Absorption of APSRTC employees into Government**

**02.07.** The continuing strain on the Corporation's finances resulted in a sense of insecurity in the minds of the employees and they demanded for their absorption into Government. The Government, in turn, viewed this request of the employees sympathetically and constituted an Expert Committee vide GO Ms. No 29 dated 14-06-2019 of TR&B (Tr-II) Department to submit a comprehensive report on several issues including inter alia the modalities for the merger, the implications relating to this decision and ways to address the arising issues. The said Committee submitted its report to the Government on 3<sup>rd</sup> September, 2019 suggesting two options, of which the first was for creation of a separate Government Department, namely the Public Transport Department, and absorption of the employees of the APSRTC in the said Department. The State Government, after having examined thoroughly the Expert Committee's report, first issued orders in G.O Ms. No.39 of TR&B (TR-II) Dept. dated: 30.09.2019 enhancing the retirement age of the employees of APSRTC from 58 to 60 years pending formal absorption of the establishment of APSRTC employees into the State Government and later G.O. Ms. No.50 of TR&B (TR.II) Dept. dated 30.12.2019 creating the "Public Transport Department (PTD)" and placing it under the administrative control of TR&B Department. The Government also declared the Public Transport Department as "Head of Department" for exercising financial powers. Finally the Government issued orders in G.O. Ms. No.52 of TR&B (TR.II) Dept. dated 31.12.2019, in exercise of its powers conferred by Section 3 of the Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government Service) Act, 2019, notifying the PTD created vide Go. Ms. No.50, TR&B (TR.II) Dept. dated 30.12.2019 as the Government Department into which all the employees of APSRTC would stand absorbed on and from the date of commencement of said Act i.e., 1<sup>st</sup> day of January, 2020. Now therefore the question has arisen about assignment of appropriate Government pay scales to the different categories of PTD employees and fixation of their pay in those new scales. The Commission has also to undertake the task of examining their existing service conditions and suggest if they need to be continued or modified with a view to completely integrate these employees into the Government service.

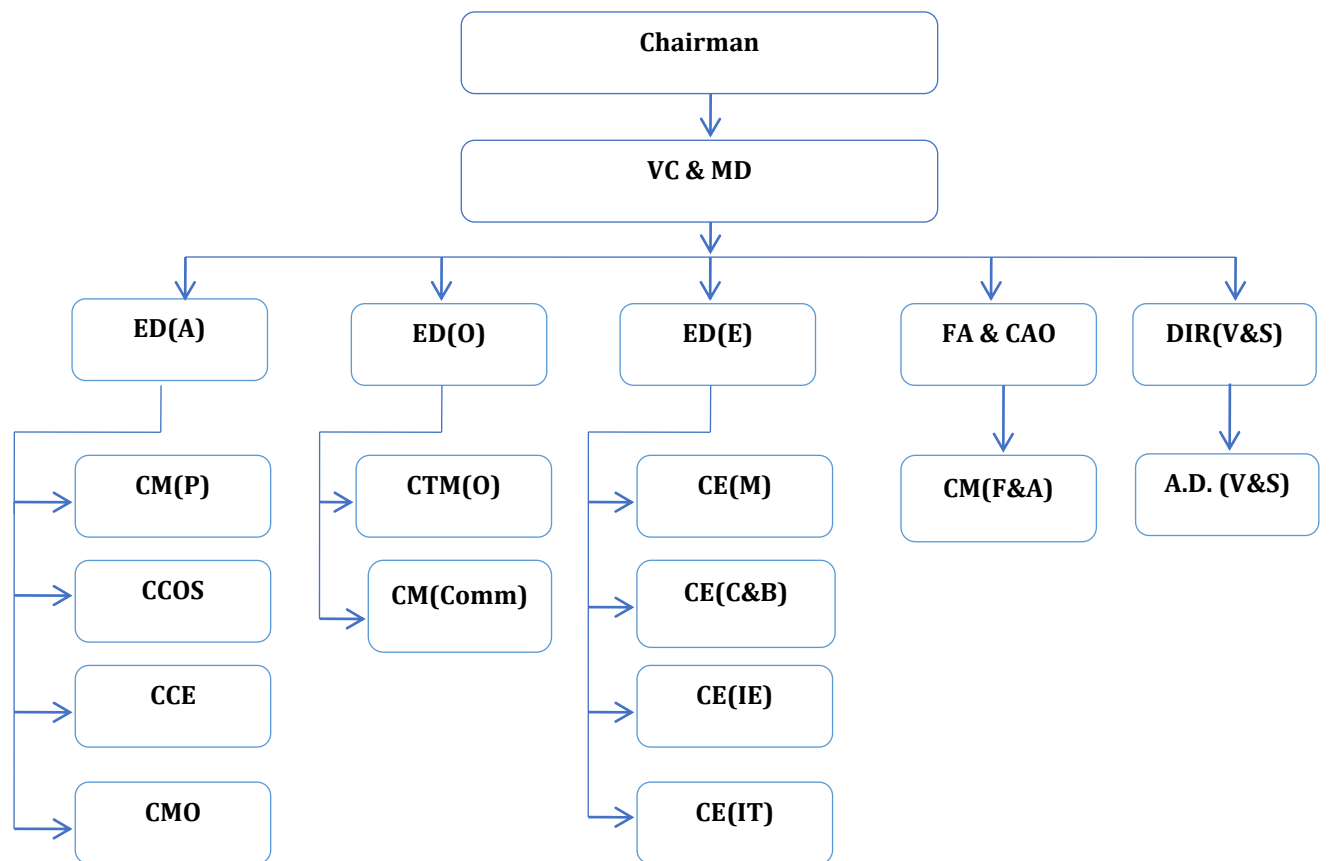
**CHAPTER-3**  
**ORGANISATIONAL STRUCTURE AND ADMINISTRATIVE HIERARCHY**  
**IN THE APSRTC**

**03.01.** The APSRTC functions under the overall administrative control of a Board of Directors appointed by the Government. The Board is headed by the Chairman. The chief executive authority managing the day to day operations of the organisation is the Vice Chairman & Managing Director (VC & MD), who is usually an IPS Officer appointed on deputation by the State Government. At the Head Office level, the VC & MD is assisted by 3 Executive Directors, Financial Advisor & Chief Accounts Officer (FA & CAO), Director (Vig. & Security), 11 Heads of Departments (herein after termed as Wings) and other supporting staff. The administrative units below the Head Office are the Zones (4 no.), Regions (12 no) and Depots (128 no.), in that order. The Zones are headed by Executive Directors and supported by Deputy Chiefs of various wings and other sub-ordinate staff, the Regions are managed by Regional Managers while the Depots are controlled by the Depot Managers. These administrative positions are regarded as 'Common Categories' within the APSRTC set-up and are filled up by selection from amongst officers of prescribed seniority (rank) working in different functional wings. Representative organograms showing the reporting relationships of various categories/ranks of officials across different administrative units are given below:

**APSRTC - ORGANISATIONAL SETUP**

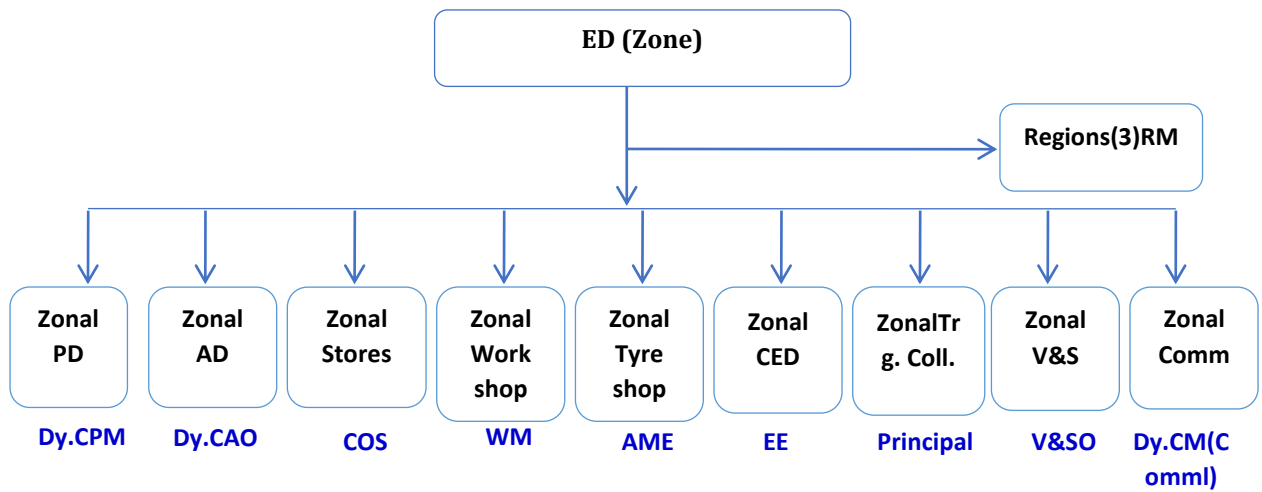


**APSRTC – HEAD OFFICE STRUCTURE**

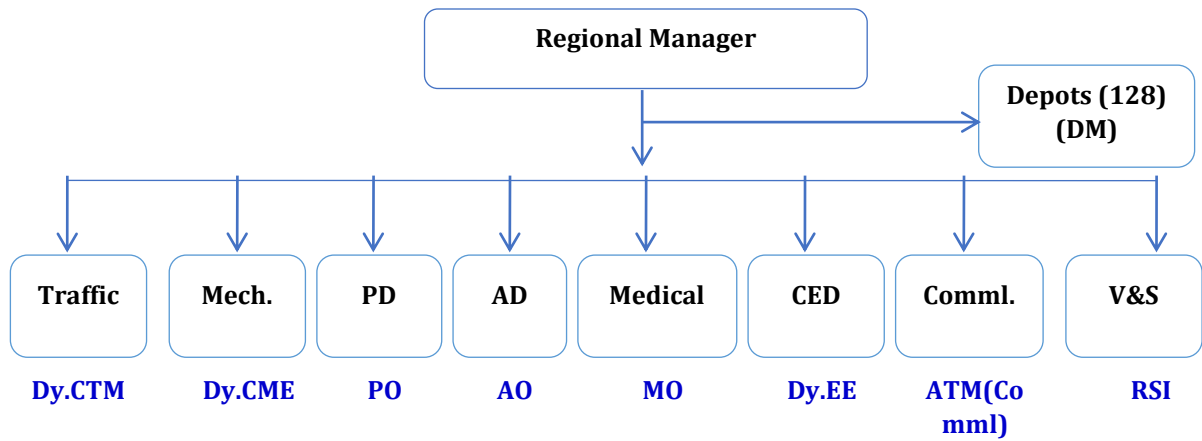




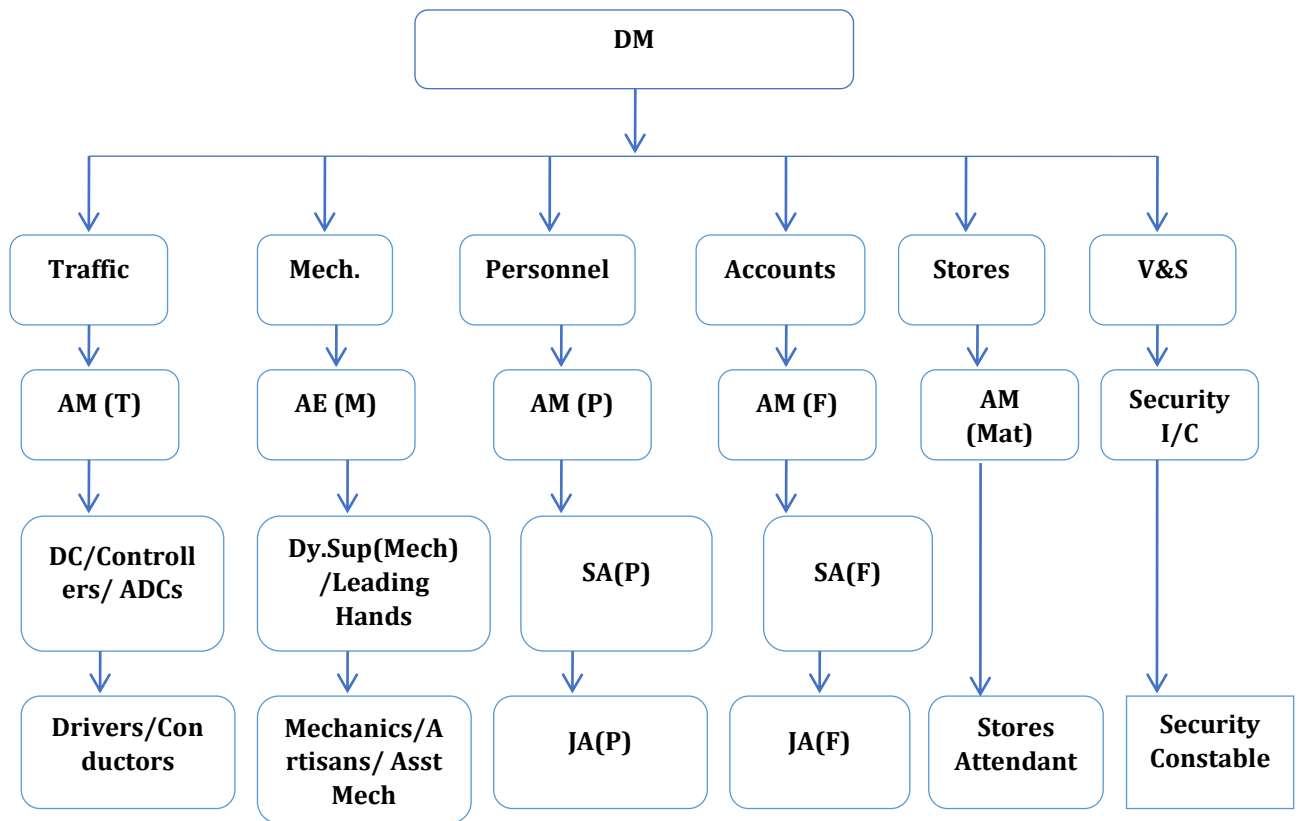
**APSRTC – Zonal Structure**



**APSRTC – Regional Structure**



**APSRTC – Depot Structure**



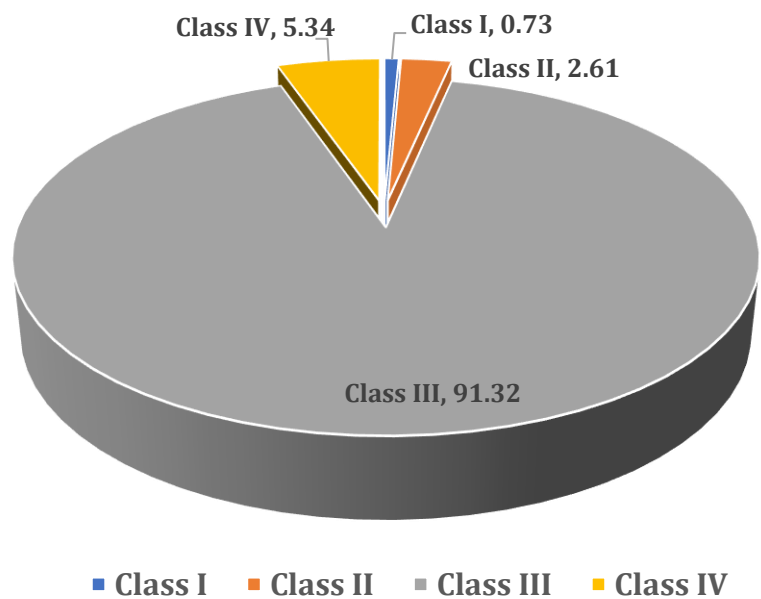
## CHAPTER-4 STAFFING PATTERN

**04.01.** The Public Transport Department is a manpower intensive Department boasting of a regular (i.e, other than casual/contract etc.) employee strength of 51,828 (including 4 members of staff deputed from other Departments). These employees have been working against a sanctioned staff strength of 58,749, which represents an occupancy ratio of nearly 88%. At present the entire work force has been organised into four distinct Classes of employees with the following breakup:

**Table-4.1**

Deputation	4
Class-I	379
Class-II	1,353
Class-III	47,323
Class-IV	2,769
<b>Total</b>	<b>51,828</b>

**% of APSRTC Employees in Different Classes**



It is clear from the above pie-chart that the employees strength is predominantly concentrated in Class-III, which constitutes approximately 91% of the work force.

**04.02.** The above mentioned complement of employees work under eight distinct functional wings of APSRTC and three Common Categories who are drawn from various Wings. Details are given below (Table-4.2):

**Table-4.2**

<b>Sl. No.</b>	<b>Wing</b>	<b>Number</b>	<b>% of Total Number</b>
1	Common Categories	143	0.28
2	Mechanical Engineering	6,990	13.49
3	Civil Engineering	97	0.19
4	Personnel	840	1.62
5	Stores & Purchase	239	0.46
6	Medical	97	0.19
7	Accounts	755	1.46
8	Operations & Commercial	41,611	80.27
9	Security	1,056	2.04
<b>Total</b>		<b>51,828</b>	<b>100.00</b>

**04.03.** From the above exhibited functional composition of employees it is evident that the Operations & Commercial (80.27%) and Mechanical Engineering (13.49%) Wings constitute the major block, i.e. nearly 94%, of the APSRTC employee strength. The Wing-wise, Class-wise break-up of the PTD employees is shown in the accompanying Table-4.3.

**Table-4.3**

Class	Pay Scale	Strength	Common Category	MechEngg	Civil Engg	Personnel	Stores & Purchase	Medical	Accounts	Operations & Comml.	Vig& Security	Total
On Deputation		Actual	1						1		2	4
		Sanctioned	1						1		16	18
<b>I</b>	186250-286600	Actual	4	1		1				1		7
		Sanctioned	4	1		1				1		7
	112000-273200	Actual	12	2	1	1	0	0	1	3		20
		Sanctioned	12	2	1	1	1	1	1	3		22
	79000-192670	Actual		25	7	6	5	7	11	28		89
		Sanctioned		27	7	9	5	14	10	32		104
	57000-142500	Actual	126	13	27	24	10	7	22	29	5	263
		Sanctioned	129	15	23	24	10	22	19	33	9	284
	<b>Sub-Total</b>	<b>Actual</b>	<b>142</b>	<b>41</b>	<b>35</b>	<b>32</b>	<b>15</b>	<b>14</b>	<b>34</b>	<b>61</b>	<b>5</b>	<b>379</b>
		<b>Sanctioned</b>	<b>145</b>	<b>45</b>	<b>31</b>	<b>35</b>	<b>16</b>	<b>37</b>	<b>30</b>	<b>69</b>	<b>9</b>	<b>417</b>
<b>II</b>	41140-137500	Actual		128	29	43	41	1	55	139	4	440
		Sanctioned		120	50	57	45	2	56	147	12	489
	32350-108100	Actual		83	11	43	21	4	61	126	10	359
		Sanctioned		196	27	55	44	5	76	238	14	655
	27650-92360	Actual		125	3	99	25	26	98	167	11	554
		Sanctioned		283	25	84	83	41	107	367	19	1009
	<b>Sub-Total</b>	<b>Actual</b>		<b>336</b>	<b>43</b>	<b>185</b>	<b>87</b>	<b>31</b>	<b>214</b>	<b>432</b>	<b>25</b>	<b>1353</b>
		<b>Sanctioned</b>		<b>599</b>	<b>102</b>	<b>196</b>	<b>172</b>	<b>48</b>	<b>239</b>	<b>752</b>	<b>45</b>	<b>2153</b>

<b>III</b>	26250-87780	Actual		346	5	179	24	40	187	504	27	<b>1312</b>	
		Sanctioned		400	7	210	60	62	219	681	46	<b>1685</b>	
	21670-72430	Actual					296	73		319	1999	181	<b>2868</b>
		Sanctioned					323	92		318	2684	201	<b>3618</b>
	21390-71520	Actual									20376		<b>20376</b>
		Sanctioned									21122		<b>21122</b>
	20300-67790	Actual		3590	0	41							<b>3631</b>
		Sanctioned		5512	8	236							<b>5756</b>
	19580-65450	Actual									18232	816	<b>19048</b>
		Sanctioned									18103	901	<b>19004</b>
	19160-61460	Actual		73					8		7		<b>88</b>
		Sanctioned		196					9		7		<b>212</b>
	<b>Sub-Total</b>	<b>Actual</b>		<b>4009</b>	<b>5</b>	<b>516</b>	<b>97</b>	<b>48</b>	<b>506</b>	<b>41118</b>	<b>1024</b>	<b>47323</b>	
		<b>Sanctioned</b>		<b>6108</b>	<b>15</b>	<b>769</b>	<b>152</b>	<b>71</b>	<b>537</b>	<b>42597</b>	<b>1148</b>	<b>51397</b>	
<b>IV</b>	18660-62460	Actual		818	8	107		4				<b>937</b>	
		Sanctioned		1392	18	129		26				<b>1565</b>	
	16890-56520	Actual		1786	6		40					<b>1832</b>	
		Sanctioned		3045	45		109					<b>3199</b>	
	<b>Sub-Total</b>	<b>Actual</b>		<b>2604</b>	<b>14</b>	<b>107</b>	<b>40</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2769</b>	
		<b>Sanctioned</b>		<b>4437</b>	<b>63</b>	<b>129</b>	<b>109</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4764</b>	
<b>Grand Total</b>	<b>Actual</b>	<b>143</b>	<b>6990</b>	<b>97</b>	<b>840</b>	<b>239</b>	<b>97</b>	<b>755</b>	<b>41611</b>	<b>1056</b>	<b>51828</b>		
	<b>Sanctioned</b>	<b>146</b>	<b>11189</b>	<b>211</b>	<b>1129</b>	<b>449</b>	<b>182</b>	<b>807</b>	<b>43418</b>	<b>1218</b>	<b>58749</b>		

**CHAPTER-5**  
**PAST REVISIONS OF PAY SCALES IN THE APSRTC**

**05.01.** We have studied the pay revision exercise undertaken by the APSRTC from time to time and noted the following distinctive features:

- a) Since 1989 the pay scales of employees are being revised at four-yearly intervals, the last such revision having taken place with effect from 1<sup>st</sup> April, 2017;
- b) The quantum of increase in pay scales is decided on the basis of mutual agreement arrived at after negotiations with the Employees Unions;
- c) The concept of a single Master Scale embracing all ranks of employees, which has been adopted by the Government since the 1993 Pay Revision, has not been applied in the APSRTC;
- d) The minimum stage of the basic pay in the lowest pay scale is not being fixed on any normative basis;
- e) The disparity quotient, i.e. the ratio between the maximum and the minimum pay has gone on increasing at a faster rate compared to that in the Government over successive pay revisions, as follows:

**Table-5.1**

<b>Year of Pay Revision (APSRTC)</b>	<b>Disparity Quotient (APSRTC)</b>	<b>Year of Pay Revision (Govt)</b>	<b>Disparity Quotient (Govt)</b>
2001	10.00	1999	7.71
2005	10.24	2005	7.99
2009	14.46	2010	8.30
2013	14.60	2015	8.52
2017	16.97	2018 (Proposed)	8.95

**05.02.** This implies that the enhancement of pay due to the last five revisions, spread over 16 years, has not uniformly benefitted all rungs of employees. In fact, whereas the minimum pay has gone up by a factor of 5.82 during 2001-2017 the maximum pay has gone up by as much as 9.88 during the same period;

- a) At present there are 16 pay scales for the Class-II, III and IV employees and 7 scales for the Officers cadres i.e., a total of 23 scales (including Stagnation Grade scales) as against 32 basic scales in the Government;
- b) Grade Pays have been attached to the Class-I Officers and the categories of Assistant Manager, Assistant Engineer, Superintendent, Dy. Superintendent, Senior Assistant, Junior Assistant, Typist, Routine Clerk and Record Tracer;

c) The packet of remuneration now being paid to the employees of PTD comprises of the following :-

**1. Basic Components –**

- (i) Basic Pay
- (ii) Dearness Allowance
- (iii) House Rent Allowance
- (iv) City Compensatory Allowance

**2. Others (based on eligibility) –**

- (i) Grade Pay
- (ii) Personal Pay
- (iii) Family Planning Increment
- (iv) Special Pay/Allowances (v) Incentives

**05.03.** The Employees Associations of PTD have requested for migration of their pay scales to the ambit of Master Scale, as applicable to other Government employees.



## CHAPTER-6

### ASSIGNMENT OF GOVERNMENT PAY SCALES (RPS-2018) TO THE PTD EMPLOYEES

**06.01.** With the above contextual background we now proceed to fix the appropriate Government pay scales for the various categories of employees in the Public Transport Department. Obviously, a proper and full integration of the former APSRTC employees in the Government service, on their absorption in PTD with effect from 01-01-2020, presupposes that they have uniform pay structure and pay scales with that of the other Government employees. **We therefore recommend that the Revised Master Scale comprising of 32 Grades and 83 stages, suggested by us in Vol-I of this Report, be made applicable to the PTD employees also.**

**06.02.** As already stated earlier, the PTD operates through eight distinct functional Wings. A study of the pay scales assigned to the various classes/categories of employees, which form the hierarchies of these eight Wings, reveals some degree of existing inter-Wing parity. The same is recounted in specific details in the Table-6.1 below:

**Table-6.1**

<b>Class</b>	<b>Pay Scale No-RPS 2017</b>	<b>Mech Engineering</b>	<b>Civil Engineering</b>	<b>Stores &amp; Purchase</b>	<b>Personnel</b>	<b>Medical</b>	<b>Accounts</b>	<b>Operations &amp; Comml.</b>	<b>Vig &amp; Security</b>	<b>Common Category</b>
I	94	E.D.(E)	E.D.(A)					E.D.(O)		E.D.(Zone)
	93	Chief MechEngg (Maint)/ Chief MechEngg (C&B)/ Chief Engineer (IE)	Chief Civil Engg	Chief Controller of Stores	Chief Personnel Manager	Chief Medical Officer	Chief Manager (F&A)	Chief Traffic Manager/ Chief Manager (Comml)/ Chief Engg (IT)	Director (V&S)- On Deputation	Regional Manager
	92	Dy Chief MechEngg/ Works Manager	Executive Engg (Civil)	Controller of Stores	Dy Chief Personnel Manager/ Principal/ Sr. Law Officer/ OSD & Secretary	Senior Medical Officer	Dy Chief Accounts Officer	Dy. Chief Traffic Manager/ Dy Chief Manager (Comml)	Asst Director (V&S)	
	91	AsstMechEngg / Asst Works Manager/ AsstMechEngg (Tyres)	Dy Executive Engg (Civil)/ Dy Executive Engg (Elec)	Stores Officer/ Purchase Officer	Personnel Officer/ PRO/ Law Officer	Medical Officer	Accounts Officer	Asst Traffic Manager	Security Officer/ Vig. & Security Officer	Depot Manager
II	1	AsstEngg (Mech)/ AsstEngg (Vul)	AsstEngg (Civil)/ AsstEngg (Elec)	Asst Manager (Mat)/ Asst Manager (Purchase)	Asst Manager (P)	Nursing Supt	Asst Manager (F)	Asst Manager (Traffic) / Asst Manager (Stat)	Chief Security Insp	
II	2	Supt (Mech)/ Supt (Vul)	Section Officer (Civil)/ Section Officer (Elec)	Supt (Material)/ Supt(Purchase)	Supt (P)	Head Staff Nurse	Supt (F)/ Supt (A)	Supt (T)/ Supt (Stat)	Security Inspector	

	3	Dy Supt (Mech)/ Dy Supt (Vul)	Dy Section Officer (Civil)/ Dy Section Officer (Elec)	Dy Supt (Material)/ Dy Supt (Purchase)	Dy Supt (P)	Staff Nurse, Physiotherapist, Pharmacist/ Lab Tech (Gr-I)	Dy Supt (F)/ Dy Supt (A)	Dy Supt (T)/ Dy Supt (Stat)	Security Sub-Inspector	
III	15	Leading Hand/ Mech Supervisor/ Leading Hand (Vul)	Asst Section Officer (Civil)/ Asst Section Officer (Elec)	SrAsst (Material)/ SrAsst (Purchase)	SrAsst (P)	Radiographer/ Pharmacist/ Lab Tech/ ECG Tech (Gr-II), ANM	SrAsst (F)/ SrAsst (A)	Traffic Instructor Gr-III/ Depot Clerk/ Travel Ticket Inspector	Security Asst Sub-Inspector	
	5	Artisan Gr-I (ITI)								
	6			JrAsst (Material)/ JrAsst (Purchase)	JrAsst (P)		JrAsst (F)	Asst Depot Clerk/ Controllers	Security Head Constable	
	7							Drivers Gr-II		
	8	Artisan Gr-II/ Mechanic/ Tyre Mechanic Gr-II Vulcaniser/ 'B' Gr. Apprentice				Typist/ Routine Clerk				
	9							Conductors Gr-II	Security Constable	
	10	Hammerman					Nursing Orderly (M/F)	LV Drivers		
IV	11	Dy Mechanic	Work Inspector (T/NT)		Record Tracer	Ward Boy/ Ward Girl, Lab Asst, D.R.Asst				
	12	Asst Mechanic	Fieldman (Man Mazdoor)	Stores Attendant	Attender, Sweeper					

**06.03.** The Commission has adopted the following broad approaches for fixing the pay scales of the various categories of PTD employees in RPS-2018:

- (i) First we have examined the relative equivalence of the cadres, positioned at the same level of hierarchy and pay scale in different Wings of PTD, from the point of view of the nature of duties performed by the functionaries, educational qualifications prescribed, feeder and promotion categories, modes of appointment etc. In case they turn out to be nearly equivalent/ comparable, our attempt has been to retain, as far as possible, the existing inter-Wing parities in pay scales;
- (ii) Next we have identified the categories of posts in other Government Departments which can be considered as alike to the PTD post(s) identified as equivalent under step (i) above;
- (iii) In cases where attempt to equate the PTD post with same/similar category of Government post results in gross distortion in the inter-Wing parities within PTD, we have ordinarily gone in favour of the inter-Wing parities;
- (iv) However, in the case of such of the Wing(s) of PTD whose nature of function and other parameters of comparison, as outlined above, are totally different from those of the other Wings (viz. Medical and Security Wings), they have been considered on a separate footing and compared with the corresponding same/similar categories of post(s) existing in the relevant Government Department(s);
- (v) Since the State Service Rules and Sub-ordinate Service Rules in respect of the PTD employees have not yet been issued and placed before us, which in fact is a major handicap for the current exercise, we have relied upon the extant Service Regulations of the APSRTC as the basis for assignment of pay scales to the various categories of employees;
- (vi) There are four basic Pay Scales (Scale No.91, 92, 93 & 94) for the Class-I Officers of the APSRTC. These Scales were supplemented in the 2017 RPS by three newly introduced Stagnation Grade Scales viz: JSO-9 (Scale-95), SSO-9 (Scale-96) and HOD-25(Scale-97) to provide better career opportunities to those officers who are affected due to delay in getting regular promotion to the next higher level. The four Basic Scales were revised as follows in the 2017 RPS:

Category	2013 RPS	2017 RPS	% Increase
1. Executive Director	₹.130000-158000	₹.186250-286600	43%-81%
2. Regional Manager/ Head of Department	₹.72000-117000	₹.112000-273200	55%-133%
3. Senior Scale	₹.53500-98500	₹.79000-192670	47%-95%
4. Depot Manager/ Junior Scale	₹.36500-76500	₹.57000-142500	56%-86%

**06.04.** As can be seen from above, in the 2017 RPS, though the minimum of the four existing basic Pay Scales have gone up by a moderate degree (43% - 56%), the maximum of the same scales have been enhanced by disproportionately higher values of 81%, 133%, 95% and 86%. We reckon, the main reason for this is due to increase in the number of incremental stages (from 7/15/18/25 to 15/33/33/33 respectively) coupled with the progressive increase in the incremental amounts at intervals of 3 years when compared to the earlier regime of uniform increments all through.

**06.05.** By way of comparison, the highest Pay Grade (no.32) in the Government has been recommended to be enhanced by this Commission, in the current revision exercise, as follows:

<b>2013 RPS (10<sup>th</sup> PRC)</b>	<b>2018 RPS (11<sup>th</sup> PRC)</b>	<b>% Increase</b>
₹.87,130-1,10,850	₹.1,33,900-1,79,000	53%-61%*

(\*This includes enhancement of two incremental stages to accommodate the increase in retirement age from 58 to 60 in the year 2016)

**06.06.** It is also evident from the above data that even the minimum of the pay scale no.94 (₹.1,86,250) assigned to the category of Executive Director is higher than the maximum (₹.1,79,000) of the Master Scale recommended by this Commission for the employees of the State Government. In fact the apex (fixed) pay applicable to the senior most category of bureaucrat in the State Government, namely the Chief Secretary/ Special Chief Secretary, who belong to the All India Service, is ₹2,25,000, whereas the maximum pay envisaged for the Executive Directors/RMs and HoDs are far higher at ₹2,86,600/₹.2,73,200 respectively. We have amply articulated in Vol-I of our report that the pay scales in the Government sector cannot be compared to those prevailing in the Corporate/ Private Sector/ PSUs. In fact the Government service assures unfailing stability and security of employment besides bestowing certain measure of status, authority, privileges and social recognition which are not attributable to the jobs in the Private/ Corporate/ PSU Sectors. The Commission is therefore of the view that the present levels of compensation structure applicable to some Sections of APSRTC employees are not compatible with the pay structure and levels in vogue for the corresponding ranks of Government employees. In fact, wide disparities in the pay structure, either horizontal or vertical, are not conducive to inter and intra-departmental harmony and co-ordination.

**06.07.** Hence, we are of the view that although all the employees of the APSRTC, now absorbed in the Government service, have a legitimate claim for protection of their present emoluments, in future the pay structure of all categories of PTD employees would have to align with those of their equivalent counter parts in the other State Government Departments.

## **Request of the Employees**

**06.08.** The Commission has received representations from the PTD Employees' Associations suggesting the following:

- (a) All the employees of PTD have been presently divided into four Classes but instead the entire cadre should be organised in three Classes only;
- (b) All employees of the rank of Deputy Superintendent should be upgraded as Superintendents;
- (c) For the purpose of assigning pay scales, the categories of Assistant Manager, Superintendent and Deputy Superintendent should be given parity with those of Section Officer (SC), Section Officer and Assistant Section Officer of the Secretariat respectively;
- (d) A request has also been received to equate the 9/18 years stagnation grade scales in the APSRTC with the 12/18 years Automatic Advancement Scheme pay scales respectively in the Government.

## **Views of the Commission**

**06.09.** The views of the Commission on the above requests are as under:

- (a& b) Consideration of the issue of reorganisation of cadres does not come within the purview of the PRC. Hence they may be taken up at the level of the HoD;
- (c) The nature of duties discharged by the Secretariat staff, namely the Section Officer (SC), Section Officer and Assistant Section Officer are entirely different from those of the PTD staff cited in the representation. The Secretariat staff are involved in putting up basic inputs for policy making decisions at the apex level of the State Government while the PTD staff at the Class-II Supervisory levels deal with day-to-day operational issues pertaining to the concerned Wing in which they function. Hence it is not apt to compare the two sets of functionaries for the purpose of pay parity.
- (d) No cogent argument has been advanced as to why the 9-year stagnation grade scale should be equated with the 12-year AAS scale in the Government, thereby giving PTD employees an advantage of 3 years vis-à-vis employees in other Government Departments. Taking such a view would be grossly discriminatory and hence is not tenable. However the 18-year scale equivalence is logical.

## **Grouping of PTD Wings for assignment of Government pay scales**

**06.10.** Based on the functional domains of the various Wings of PTD we can divide them into 3 broad groups, as outlined below:

### **Group-I: Managerial (Non-Tech) Wings - Personnel, Stores & Purchase, Operations & Commercial Accounts**

#### **Personnel Wing**

- a) Human Resource Planning
- b) Recruitment and Training of personnel
- c) Policy/Rule formulation on establishment matters
- d) Transfers, promotions and disciplinary matters of staff
- e) Formulation of welfare schemes for staff
- f) Handling all matters relating to APSRTC Employees Unions
- g) Grievance handling of all employees
- h) Matters relating to medical treatment of employees
- i) Deal with all legal matters relating to Courts, Lokayukta etc
- j) Facilitating smooth conduct of APSRTC Board

#### **Stores & Purchase Wing**

- a) Materials requirement planning
- b) Tendering and procurement of required materials
- c) Receipt of materials and quality inspection
- d) Inventory management
- e) Supply of materials to Depots and Workshops
- f) Vendor development
- g) Monitoring the consumption trends of costly/critical items
- h) Disposal of scrap materials and old buses
- i) Liaison with OEMs on stores matters
- j) Liaison with Mechanical Engineering Dept. on quality issues

#### **Operations & Commercial Wing**

- a) Planning, scheduling, operations and monitoring of routes
- b) Bus station management
- c) Passenger amenities and customer relations
- d) Safety/ accidents
- e) Fare fixation
- f) Hiring of buses
- g) Market Survey and product development
- h) Logistics and parcel services
- i) Leasing of stalls and spaces
- j) Advertisements

### **Accounts Wing**

- a) Preparation of budget
- b) Maintenance of annual and monthly accounts
- c) Management of cash flows
- d) Book keeping
- e) Preparation and scrutiny of all bills for payments
- f) Conducting internal audits
- g) Conducting test audits of administrative units
- h) Attending to Accountant General's audit
- i) Preparation of financial performance reports

### **Group-II: Technical Wings – Mechanical Engineering, Civil Engineering**

#### **Mechanical Engineering Wing**

- a) Procurement of new buses
- b) Maintenance of buses
- c) Refurbishing/renovation of old fleet
- d) Managing workshops and tyre shops
- e) Monitoring fuel and tyre performance
- f) Introducing alternate fuels – CNG, Bio-Diesel, LNG etc.
- g) Cost control on bus maintenance
- h) Liaison with OEMs
- i) Implementing High Security Registration Plates Project
- j) Implementing production and performance based incentive schemes
- k) Work study and fixation of staff norms

#### **Civil Engineering Wing**

- a) Managing land and building assets of the Corporation
- b) Undertaking all civil construction works
- c) Taking up periodic repairs of all civil assets
- d) Pursuing all land acquisition cases
- e) Maintaining liaison with Revenue/Municipal authorities
- f) Developing BOT Projects

### **Group-III: Specialised Professional Services Wings – Medical, Vigilance & Security**

#### **Medical Wing**

- a) Out-patient treatment at Regional level Dispensaries (19)
- b) Out-patient and in-patient treatment at Central Hospital
- c) Diagnostic services at Dispensaries and Central Hospital
- d) Empanelment of referral hospitals



- e) Patient referral to empanelled hospitals for treatment
- f) Scrutiny and sanction of medical bills of referral hospitals
- g) Initial and periodical medical check-ups of employees
- h) Stocking and supply of Pharmacy

### **Vigilance & Security Wing**

- a) Security at Depots, Bus stations, Workshops etc.
- b) Security arrangements for special events like jatharas etc.
- c) Conducting vigilance checks
- d) Taking up vigilance enquiries
- e) Operating Enforcement Squads
- f) Maintaining liaison with the Police

### **1. Assignment of Government pay scales to the employee categories in Group-I (Personnel, Stores & Purchase, Operations & Commercial and Accounts Wings):**

#### **(a) Similar categories at par in Class-I (in hierarchical sequence)**

<b>Level, Pay Scale/ Grade</b>	<b>Category</b>	<b>Wing</b>	<b>Mode of appointment</b>	<b>Qualification</b>
<b>PTD Categories presently placed at par</b>				
4 186250-286600	E.D.(A)/ E.D.(O)	Personnel, Stores & Purchase/ Operations	(a)Promotion (b) D.R.  (c) Deputation from Government	a) 15 yrs service in Class-I of which 6 yrs as Regional Manager/HoD (which are interchangeable with R.Ms), 3 yrs as R.M./D.M. including 1 yr as R.M, Degree; b) 15 yrs relevant experience including 6 yrs as DGM/RM/Functional Head of which 3 yrs in field position, Degree; (c) From Chief Engineer/ Joint Secretary rank
3 112000-273200	Chief Personnel Manager	Personnel	(a) Promotion (b) D.R.	(a) 10 years total experience incl. 6 years service in Class-I Senior Scale, 2 years specific experience of dealing with personnel matters as Divisional Manager/Dy. Chief Personnel Manager or equivalent, Graduate (b) 6 years experience in senior Personnel Management position in a large Commercial Organisation, Ist class Degree with P.G. diploma in Personnel Management
	Chief Controller of Stores	Stores & Purchase	(a) Promotion (b) D.R.	(a) 10 yrs of total service including 6 years service in Class-I Senior Scale, 2 yrs experience in Stores & Purchase/ as Works Manager, Graduate with special training in Materials Management (b) 10 yrs total experience including 6 years in a senior position in Stores/Purchase in a large sized Comml.Undertaking, Ist Class Engg. Degree or MBA with Materials Management specialisation. [preference for B.E. (Mech/ Automobile)]

	Chief Traffic Manager/ Chief Manager (Comml)/ Chief Engineer (IT)	Operations	(a) Promotion (b) D.R.	(a) 10 yrs of total service including 6 years service in Class-I Senior Scale, 2 yrs experience as Divisional Manager/Dy. Chief Traffic Manager, Graduate (b) 10 yrs total experience including 6 years in a senior position in Transport/Fleet Management, Ist Class Degree
	Chief Manager (F&A)	Accounts	(a) Promotion (b) D.R. (c) Deputation from State Govt	(a) (i) 10 years service including 6 years as Dy.CAO (ii) AICA/AICWA/MBA(Fin); b)(i) 10 years service as Accounts/Finance/Audit Manager including 6 years in Senior Management position in a large Commercial Undertaking (ii) Ist class in AICA/AICWA
2 79000- 192670	Dy Chief Personnel Manager/ Principal/ OSD & Secretary	Personnel	(a) Promotion, and if not available (b) D.R.	(a) 5 years service as Personnel Officer (b) B.A./B.Sc./B.Com/L.L.B, possess P.G. Diploma in Business/Personnel Management, 3 yrs service in Personnel/ Indl. Relations Branch of a large Comml. Organisation
	Senior Law Officer		(a) Transfer (b) Promotion (c) D.R.	(a) & (b) Law Graduate, 5 years service as Class-I JSO (c) Law Graduate, Court practice for 5 years (Preference for handling cases in Labour Laws and/or Motor Vehicles Law or experience in Industrial Relations)
	Controller of Stores	Stores & Purchase	(a) Promotion and, if not available, (b) Transfer (c) D.R.	(a) 5 years service as Junior Scale Officer including 4 years as Stores/Purchase Officer (b) Should be a Class-I Senior Scale Officer of the categories of Dy. Chief Mechanical Engineer/ Works Manager (c) Graduate Engineer, experience in Stores Organisation in Govt. Dept/large sized Commercial Organisation for 5 yrs (preference for Mechanical/Automobile Engineers, General administrative experience)
	Dy Chief Traffic Manager/ Dy Chief Manager (Comml)	Operations	(a) Transfer (b) Promotion (c) Deputation	(a) Class-I SSO with 3 yrs service as Depot Manager and 5 yrs total service as JSO (b) 5 yrs total service as Class-I JSO including 3 yrs service as Depot Manager (c) Suitable officers from State/Central Govt.
	Dy Chief Accounts Officer	Accounts	(a) Promotion (b) D.R.	(a) (i) 5 years service as Accounts Officer (ii) must be a C.A. or must have passed Higher Departmental Accounts exam (b)(i) Experience of work in a large Commercial Undertaking, preferably in a Road Transport Organisation (ii) AICA (7 years) (AICWA considered as addl. qualification)

1 57000- 142500	Personnel Officer	Personnel	(a) Promotion (b) D.R.	(a) 5 years service as Asst Manager (P) (b) (i) Graduate in Arts/ Science/Commerce/Law/Social Science(ii) PG Degree/Diploma
	PRO		(a) Promotion and, if not available (b) by Transfer (c) D.R.	(a) 5 yrs service as Supervisor, P.G. Diploma in Journalism (preference for having relevant experience) (b) 3 yrs service as D.M./JSO (c) P.G. Degree in Journalism , 3 yrs relevant experience in Govt/ Private sector/ PSU
	Law Officer		(a) Transfer (b) Promotion (c) D.R.	(a) & (b) Law Graduate, 5 yrs service in higher level Supervisory cadre (c) Law Graduate, 3 yrs Court practice (Preference for handling cases in Labour Laws and/or Motor Vehicles Law or past work in Indl. Relations Dept)
	Stores Officer/Purchase Officer	Stores & Purchase	(a) Promotion (b) Transfer from equivalent rank (c) D.R.	(a) 5 yrs service Asst Manager (Materials) if Graduate Engineer or DME/DAE, Otherwise SSC with 10yrsservice (c) Degree in Mechanical Engineering or AMIE, served as apprentice for at least 2 yrs in Mech. Engg, 3 yrs of post training experience as Executive in the handling of Automobile and Diesel Stores in a large sized Road Transport Organisation or 5 years experience in a Stores Organisation in a Government Dept/Comm organisation
	Asst Traffic Manager	Operations	(a) Transfer (b) Promotion (c) D.R.	(a) From equivalent rank (b) (i) Graduate with 5 yrs service as Asst Manager (Traffic) OR SSC with 8 yrs service (ii) Pass in Higher Management Departmental exam.(c) B.E.(MechEngg) Or AMIE with 4 yrs experience as Traffic Executive in a Road Transport organisation (preference for Graduate member of IIRT)
	Accounts Officer	Accounts	(a) Promotion (b) Direct Recruitment	(a) (i) 5 years service as Asst Manager (Fin) (ii) pass in Higher Accounts Management Exam; <u>OR</u> - (i) 5 years service as other Accounts Supervisor (ii) AICA or AICWA or MBA with specialisation in Finance (b) (i) AICA or AICWA or MBA(Fin)
<b>Compared categories in other Government Departments</b>				
4 Gr-30	Addl. Transport Commissioner	Transport Department	Promotion	2 yrs service as Joint Transport Commissioner
3 Gr-28	Joint Transport Commissioner		Promotion	2 yrs service as Deputy Transport Commissioner
2 Gr-25	Deputy Transport Commissioner		Promotion	2 yrs service as R.T.O.
1 Gr-21	R.T.O.		(a) Promotion (b) D.R. (c) Transfer	(a) B.E. (Mech./Automobile) Engg. (b) Graduate Degree (c) Accounts Test for Executive Officers or Sub-ordinate Officers (Part-I & II)

## Recommendations:

06.11. We find that the employee categories, included in Class-I of Group-I and clubbed together at hierarchy levels 1-4, have similar modes of appointment as well as qualifications prescribed for appointment. Functionally all the four Wings discharge duties of non-technical nature relating to Personnel, Materials, Operations and Finance and Accounts Management in the APSRTC. Further these four levels can be compared with the categories of Additional Commissioner, Joint Commissioner, Deputy Commissioner and Regional Transport Officer of the sister Department, namely the Transport Department which is also under the administrative control of the Transport, Road and Building Secretariat Department. Both these vertical hierarchies have 4 levels of officers below the apex level of Commissioner, PTD/ Transport Commissioner and are structurally same.

06.12. Accordingly we retain the present intra-wing parities among the categories shown above and assign them the following pay grades at par with their counterparts in the Government Transport Department:

1.	Executive Director (E)/ Executive Director (O)	₹.112610-174790	(Grade-30)
2.	Chief Personnel Manager/ Chief Controller of Stores/ Chief Traffic Manager/ Chief Manager (Comml)/ Chief Engg (IT)/ Chief Manager (F&A)	₹.94500-170580	(Grade-28)
3.	Dy. Chief Personnel Manager/ Principal/OSD & Secretary/ Senior Law Officer/ Controller of Stores/ Dy. Chief Traffic Manager/ Dy. Chief Manager (Comml)/ Dy. Chief Accounts Officer	₹.76730-162780	(Grade-25)
4.	Personnel Officer/ PRO/ Law Officer/ Stores Officer/ Purchase Officer/ Asst Traffic Manager/ Accounts Officer	₹.57100-147760	(Grade-21)

**(b) Similar categories at par in Class-II & III (in hierarchical sequence)**

<b>Level, Pay Scale/ Grade</b>	<b>Category</b>	<b>Wing</b>	<b>Mode of appointment</b>	<b>Qualification</b>
<b>PTD Categories presently placed at par</b>				
5 41140-137500	Assistant Manager (P)	Personnel	(a) Promotion and, if not available, (b) By Direct Recruitment	(a) 3 years service as Superintendent (P), pass in qualifying exam of Higher Personnel Management (b) Graduate, PG Diploma in Personnel or Business Management, 5 years experience in Personnel Management at Supervisory level in a Commercial Undertaking of repute
	Assistant Manager (Mat)/ Assistant Manager (Pur)	Stores & Purchase	(a) By promotion, and if not available, (b) By Direct Recruitment	(a) 3 years service as Superintendent (Mat/Pur), pass in qualifying exam. in Higher Materials Management (b) Diploma in Mechanical/Automobile Engineering or a Graduate in Arts/Science/Commerce (preference for technical qualification), 12 yrs service in Stores Wing including 5 years in a Supervisory capacity in a reputed concern, pass a qualifying test
	Assistant Manager (Traffic)	Operations	Promotion	3 years service as Superintendent (Traffic), pass in qualifying exam. for Higher Operations Management
	Assistant Manager (Stat)		Promotion	2 years service as Superintendent (Stat)
	Assistant Manager (F)	Accounts	Promotion	2 years service as Superintendent (Fin/Audit)
4 32350-108100	Superintendent (P)	Personnel	(a) Promotion and, if not available, by (b) Direct Recruitment	(a) 3 years service as Dy. Supt.(P) (b) Graduate, PG Diploma in Personnel/Business Management, 2 years experience in Personnel Management at Supervisory level in a reputed Commercial Undertaking

	Superintendent (Mat)/ Superintendent (Pur)	Stores & Purchase	(a)By promotion, and if not available, (b) By Direct Recruitment	(a)3 years services as Dy. Supt. (Mat/Pur) (b) Diploma in Mechanical/Automobile Engineering or a Graduate in Arts/Science/Commerce (preference for technical qualification), 10 yrs service in Stores Wing including 3 years in a Supervisory capacity in a reputed concern, pass a qualifying test
	Superintendent (Traffic)	Operations	Promotion	3 years services as Dy. Supt. (Traffic)
	Superintendent (Statistics)		Promotion	3 years services as Dy. Supt. (Stat)
	Superintendent (F)/ Superintendent (Audit)	Accounts	(a) Promotion and, if not available, by (b) Direct Recruitment	(a) 3 years services as Dy. Supt. (F/Audit) (b) B.Com, 5 years experience in Accounts/Audit wing at Supervisory level in a reputed Commercial Undertaking
3 27650- 92360	Deputy Supt (P)	Personnel	(a) Promotion and, if not available, (b) by D.R.	(a) 3 years services as Senior Asst (P), pass in qualifying exam. in Lower Personnel Management (b) Graduate, Diploma in Personnel/Business Management, 2 years experience in Personnel Management at Supervisory level in a reputed Commercial Undertaking
	Deputy Supt (Mat)/ Deputy Supt (Pur)	Stores & Purchase	(a)By promotion (b) By D.R.	(a) 3 years services as Senior Assistant (Mat/Pur), pass in the qualifying exam. in Lower Materials Management (b) Diploma in Mechanical/Automobile Engineering or Graduation in Arts/Science/Commerce, 1 year Diploma in Materials/Stores Management
	Deputy Supt (Traffic)	Operations	Promotion	3 years services as DC/TTI/TI Gr-III, pass in qualifying exam. for Lower Operations Management

	Deputy Supt (Statistics)		Promotion	5 years service as Senior Assistant in the Statistical branch
	Deputy Supt (F)/ Deputy Supt (Audit)	Accounts	(a) Promotion and, if not available, by (b) D.R.	(a) 3 years service as Senior Asst (F/Audit), pass in exam. in Lower Accounts Management (b) B.Com, 5 years experience in Accounts/Audit wing at Supervisory level in a reputed Commercial Undertaking
2 26250- 87780	Senior Assistant (P)	Personnel	(a) Promotion and, if not available, by (b) D.R.	(a) 5 years service as Junior Asst/ Typist (b) Graduate, 5 years experience in clerical cadre in a reputed office
	Senior Assistant (Mat)/ Senior Assistant (Pur)	Stores & Purchase	(a) By promotion, and if not available, by (b) D.R.	(a) 5 years service as Junior Asst (Mat/Pur) (b) Graduate in Arts/Science/Commerce or a Diploma holder Mechanical/ Automobile Engineering, 5 years experience in Stores wing of a reputed concern, pass a qualifying test
	Traffic Instructor Gr-III/ Depot Clerk/ Travel Ticket Inspector	Operations	Promotion	Must have 5 yrs of service as ADC/Controller of which 2 yrs must be as ADC/ADC (Tech)
	Senior Assistant (F)	Accounts	(a) Promotion and, if not available, by (b) D.R.	(a) 5 years service as Junior Asst (F) (b) B.Com, 5 years experience in clerical cadre in a reputed office
	Senior Assistant (Audit)		(a) Transfer of Sr. Asst. (F), and if not available, by (b) Promotion and, if still not available, by (c) D.R.	(a) Completion of probation period (b) 5 years service as Junior Asst (F), pass in departmental test (c) B.Com, 5 years experience in clerical cadre in a reputed office
1 21670- 72430	Junior Assistant. (P)	Personnel	(a) Promotion (b) Direct Recruitment	(a) Service of 5 years as Routine Clerk/ 7 years as Conductor, pass in Departmental Test (b) Graduate, pass in Lower Grade Govt. Technical

				Exam in English or Telugu, preference for Computer knowledge
	Junior Assistant (Mat)/ Junior Assistant (Pur)	Stores & Purchase	(a) By promotion, and if not available, (b) By Direct Recruitment	(a) DAE/DME with 3 years of service in APSRTC as Mechanic/Artisan or an ITI with 8 years service as Mechanic/Artisan in the Corporation, pass in a qualifying test (b) DAE/DME or Graduate, Pass in qualifying test
	Assistant Depot Clerk/ Controller	Operations	Promotion	(i) Conductors/Drivers should complete probation (ii) LV Drivers must complete 10 yrs of service, passed SSC (iii) HV Drivers must have passed SSC
	Assistant Depot Clerk (Tech)			2 yrs service as Mech. Gr-I OR 4 yrs service as Mech. Gr-I & Gr-II/ as Mech Gr-II, pass in ITI or SSC
	Junior Assistant (F)	Accounts	(a) Promotion (b) Direct Recruitment	(a) 5 years service as Routine Clerk/ 7 years service as Conductor, pass in Departmental Test (b) B.Com

**Compared categories in other Government Departments**

5 Gr-19	Asst. M.V.I.	Transport Dept.	(a) D.R. (b) promotion	(a) Degree in Mechanical/Automobile Engineering or Diploma in Automobile Engineering, at least 3 years experience in driving motor vehicles and possessing Heavy Transport Vehicle endorsement and also work experience in Mechanical side
4 Gr-18	Superintendent		Promotion	By promotion of Senior Assistant
3	No corresponding level in Govt.			
2 Gr-14	Senior Assistant		(a) D.R. or by way of redeployment on fair share principle from the regional offices as per	(a) A Bachelor Degree and pass in the test of "Proficiency in Office Automation with usage of computer and associated software" conducted by the APPSC/DSC



			six-point formula (b)Promotion (c)Conversion of S.C. Steno	
1 Gr-9	Junior Assistant		(a) D.R. (b)Conversion of Typist (c)Transfer from Record Assistant or members of A.P. Last Grade Service in Regional Offices	(a) Bachelor's Degree and pass in Proficiency Test in Office Automation with usage of computers and associated software conducted by APPSC/DSC

**Recommendations:**

**06.13.** In continuation of the Class-I employees, the class II & III category employees of Group-I, as shown above, are similarly positioned in their hierarchies and, barring a few exceptions, have similar qualification requirements. They also enjoy parity in pay scales. Further the categories at levels 5, 4, 2 and 1 are comparable to the categories of Asst MVI, Superintendent, Senior Assistant and Junior Assistant respectively in the Transport Department. There is no level in Government corresponding to that of Deputy Superintendent (level-4) in the various Wings in Group-I. Accordingly, the Commission is of the view that it would be proper to retain the present parities among the categories shown above and assign them the following pay grades:

1. Asst. Manager (P)/ Asst. Manager (Mat)/ ₹.48440-137220 (Grade-19)  
Asst. Manager (Pur)/Asst. Manager (Traffic)/  
Asst. Manager (Stat)/Asst. Manager (F)
2. Superintendent (P)/ Superintendent (Mat)/ ₹.45830-130580 (Grade-18)  
Superintendent (Pur)/ Superintendent (Traffic)/  
Superintendent (Stat)/ Superintendent (F)/  
Superintendent(Audit)
3. Dy. Superintendent(P)/ ₹.40970-124380 (Grade-16)  
Dy. Superintendent(Mat)/  
Dy. Superintendent(Pur)/  
Dy. Superintendent(Traffic)/  
Dy. Superintendent (Stat)/  
Dy. Superintendent (F)/  
Dy. Superintendent(Audit)

4. **Senior Assistant (P)/** ₹.37640-115500 **(Grade-14)**  
**Senior Assistant (Mat)/**  
**Senior Assistant (Pur)/Traffic Instructor Gr-III/**  
**Depot Clerk/ Travel Ticket Inspector/**  
**Senior Assistant (F)/ Senior Assistant (Audit)**
5. **Junior Assistant (P)/ Junior Assistant (Mat)/** ₹.28280-89720 **(Grade-9)**  
**Junior Assistant (Pur)/Asst Depot Clerk/**  
**Asst Depot Clerk (Tech)/ Controllers/**  
**Junior Assistant (F)**

**(b) Other disparate categories in Class- III and IV in Group-I**

<b>1. Personnel Wing, PTD- Typist, Routine Clerk, Record Tracer</b>				
<b>Class/ Pay Scale</b>	<b>Category</b>	<b>Promotion/Feeder Category</b>	<b>Mode of appointment</b>	<b>Qualification</b>
III 20300- 67790	Typist	Senior Assistant (P)/ ----	D.R.	Pass in Intermediate, pass in Govt. Technical Exam in typewriting Higher Grade in English/Telugu (preference for candidates having computer knowledge)
	Routine Clerk	Junior Assistant/ Record Tracer, Stores Attendant, Attender, Sweeper	(a)Promotion and, if not available, (b) D.R.	(a) SSC, 5 yrs service (b) SSC, 3 yrs service experience in clerical cadre in an office of repute
III 18660- 62460	Record Tracer	Routine Clerk/Attender, Sweeper	(a)By promotion, and only if not available, (b) By D.R.	(a) Pass in VII Class (b) SSC
<b>Compared categories in other Government Departments</b>				
Gr-9	Typist (Common Category)	Senior Assistant/ Record Assistant, LGS employees	(a) D.R. (b) Conversion of Junior Assistants (c)Transfer of Record Assistants (d) Transfer from Last Grade Service	(i) A Bachelor's Degree and (ii) Pass in proficiency test in Office Automation with usage of computer and associated software
Gr-5	Record Assistant	Junior Assistant, Typist/ Office Subordinate	Transfer of LGS employee, Roneo/ Xerox Operator	SSC or equivalent

'--/--' indicates No promotion post/No feeder post as the case may be.

## Recommendations:

### Typist

06.14. As shown above, as per the existing Service Regulations, the Typist category in the PTD has been prescribed a lower level of academic qualification when compared to that of the Typists of 'Common Category' in other Government Departments. The next higher position in the hierarchy of Personnel Wing of PTD [Junior Assistant (P)] has been assigned the pay grade of 9. Considering this, the Commission is of the view that this category may be assigned the Pay Grade-7 (₹.25220-80910) in RPS 2018.

### Routine Clerk

06.15. The Routine Clerk is required to possess a lower minimum academic qualification of SSC compared to that of the Typist (Intermediate). Moreover the Typist possesses technical qualification of typewriting. It is also observed that, as per the Service Regulations, the Typist gets promotion to the category of Senior Assistant whereas the Routine Clerk is eligible for promotion to the post of Junior Assistant. An examination of their job profile reveals that they, inter alia, maintain the Record Room, dispose of old files by destroying them after their stipulated retention period, collect stationery from the stores and issue bus passes, identity cards etc. Their duties as well as qualification are thus similar to those of the Record Assistants in the other Government Departments.

06.16. Considering the above we assign Pay Grade-5 (₹.23120-74770) to the Routine Clerk category on par with that of the Record Assistant in Government.

### Record Tracer

06.17. The qualification prescribed for appointment by promotion to the category of Record Tracer, and this is the preferred mode of appointment, is a pass in VII class whereas the same for the next promotion post of Routine Clerk is a pass in SSC. The post of Routine Clerk has been assigned the Pay Grade-5. The Record Tracer has no equivalent post in the Government Departments. Considering the above, the Commission feels that it would be appropriate to assign the Pay Grade-3 in RPS 2018 (₹.21200-65360) to the category of Record Tracer.

2. Personnel Wing, PTD- Attender, Sweeper				
Class/ Pay Scale	Category	Promotion/Fee der Category	Mode of appointment	Qualification
IV 16890-6520	Attender	Record Tracer/--	D.R.	Must have passed VII <sup>th</sup> Class
	Sweeper	Record Tracer/--	D.R.	Must be able to read and write simple sentences in Telugu, Hindi or Urdu

Compared categories in other Government Departments				
Gr-1	Office Subordinate (Former Attender)	Daffedar/ Other Class-IV categories like Sweeper, Watchman etc	(a) D.R. (b) Transfer from other equivalent categories	Must have passed VII <sup>th</sup> Class
	Sweeper	Jamedar Sweeper/ Other Class-IV categories	(b) D.R. (b) Transfer from other equivalent categories	Must be able to read and write simple sentences in Telugu, Hindi, Urdu or English

**Recommendations:**

**06.18. The categories of Attender and Sweeper are comparable to those of the Office Subordinate and Sweeper in the 'Common Category' of Government Departments. The Commission therefore assigns the Pay Grade-1 (₹20000-61960) to these categories.**

3. Stores & Purchase Wing, PTD- Stores Attendant				
Class/ Pay Scale	Category	Promotion/Fee der Category	Mode of appointment	Qualification
IV 16890-56520	Stores Attendant /Khalasi	Mukhadham, Routine Clerk/-	D.R.	No Service Regulation placed before us
Compared categories in other Government Departments				
Gr-1	Office Subordinate	Record Assistant. Junior Assistant	D.R.	VII <sup>th</sup> class

**Recommendations:**

**06.19. The Stores Attendant is at present in the starting scale of pay in the APSRTC setup (₹.16890-56520). The promotion post for this category is that of Mukhadham which is equivalent to the category of Deputy Mechanic (formerly Helper) in the Mechanical Engineering Wing, which has been assigned the next higher pay scale of ₹.18660-62460. This post is comparable to that of the Office Subordinate in the 'Common Category' of Government Departments. The Commission therefore assigns the pay grade-1 (₹20000-61960) to this category.**

5-9. Operations Wing, PTD- Driver/HV Driver (Gr-I/II), Conductor (Gr-I/II), LV Driver				
Class/ Pay Scale	Category	Promotion/Fee der Category	Mode of appointment	Qualification
III 25480-85120	Driver Gr-I	--/Driver Gr-II	Promotion	Filled up by promotion of suitable Driver Gr-II
III 21390-71520	Driver Gr-II / HV Driver Gr-II	Asst Depot Clerk/ Departmental candidates	D.R.	Read/Write Telugu/Urdu, 160 cm height, hold driving Licence for HPMV and HGV or Transport vehicle for not less than 18 months continuously

III 21670-72430	Conductor Gr-I	--/Conductor Gr-II	Promotion	Filled up by selection of suitable Conductor Gr-II with 7 years of service
III 19580-65450	Conductor Gr-II	Asst. Depot Clerk/ Booking Clerk	(a) Promotion (b) D.R.	(a) 1 year service in feeder category, SSC pass, 153 cm height (b) Pass in SSC, 153 cm height
III 19160-64160	LV Driver	Asst Depot Clerk/ Departmental candidates	(a) D.R. (b) Promotion	(a) Pass in class VIII or pass in ITI Motor Mechanic Trade, at least 160 cm in height, LV driving licence holder, must pass a driving test
<b>Compared categories in other Government Departments</b>				
Gr-8	HV Driver	Junior Assistant/ LV Driver, LGS	(a) Transfer (b) Promotion (c) D.R.	Must be able to read and write Telugu/Urdu or English, Must possess a currently valid Driving License to drive a heavy motor transport vehicle with practical experience of driving motor vehicles for not less than 3 years.
Gr-6	LV Driver	HV Driver, Junior Assistant/ LGS	(a) Transfer (b) D.R.	Must be able to read and write Telugu/Urdu or English, Must possess a current valid Light Motor Vehicle Driving License, with practical experience of driving motor vehicles for not less than 3 years with endorsement to drive Motor Cycle and Auto-Rickshaw.
No equivalent post for Conductor				

### Recommendation

**06.20. The Heavy/ Light Vehicle Drivers Gr-II in the PTD and other Government Departments perform similar duties. They also have the same qualification requirements. As such they can be equated for the purpose of assignment of pay scales. As far as the category of Conductor Gr-II is concerned there is no equivalent category in other government Departments performing similar nature of duties. It is however pertinent to note that in the PTD the Conductor Gr-II is an intermediate category, in terms of pay scales, between those of LV Driver Gr-II and Driver/HV Driver Gr-II. As per the existing Service Regulations, the categories of Driver Gr-I and Conductor Gr-I are only selection posts providing opportunities for career progression to certain percentages of the Driver Gr-II and Conductor Gr-II cadres. They however perform exactly the same duties as in the respective Gr-II posts. Keeping these aspects in mind the Commission assigns the following RPS 2018 pay grades to the categories mentioned above maintaining parity with those of the same categories in the other Government Departments:**

- |                                  |                          |
|----------------------------------|--------------------------|
| 6. Driver Gr-I/ HV Driver Gr-I   | ₹.29980-94500 (Grade-10) |
| 7. Driver Gr-II/ HV Driver Gr-II | ₹.27500-87480 (Grade-8)  |
| 8. Conductor Gr-I                | ₹.28280-89720 (Grade-9)  |
| 9. Conductor Gr-II               | ₹.25220-80910 (Grade-7)  |
| 10. LV Driver                    | ₹.23780-76730 (Grade-6)  |

**2. Assignment of Government pay scales to the employee categories in Group-II (Civil Engineering and Mechanical Engineering Wings):**

**a) Similar categories at par in Class-I (in hierarchical sequence)**

<b>Level, Pay Scale/ Grade</b>	<b>Category</b>	<b>Wing</b>	<b>Mode of appointment</b>	<b>Qualification</b>
<b>PTD Categories now placed at par</b>				
4 186250-286600	E.D.(A)/ E.D.(E)	Civil Engineering/  Mechanical Engineering	(a)Promotion (b) D.R.  (c) Transfer	a) 15 yrs service in Class-I of which 6 yrs as Regional Manager/HoD, 3 yrs as R.M./D.M., Degree holder; b) 15 yrs relevant experience including 6 yrs as DGM/RM/Functional Head, Degree holder; (c) From Chief Engineer/ Joint Secretary rank
3 112000-273200	Chief Civil Engineer	Civil Engineering	(a) Promotion (b) D.R.	(a) 10 years total service including 6 years service in Class-I Senior Scale, 2 years specific experience as Executive Engineer, Graduate Degree in Civil Engineering (b) Total experience of at least 10 years of which 6 years in a senior position as Executive Engineer in charge of construction of buildings and structures, 1st class Degree in Civil Engineering.
	Chief Mech Engineer (Maint.)/ Chief Mech Engineer (C&B)/ Chief Engineer (IE)	Mechanical Engineering	(a)Promotion (b) D.R.	(a) 10 years total service including 6 years service in Class-I Senior Scale, 2 years specific experience of dealing with Fleet Maintenance as Mech. Engineer (Operations)/Works Manager, Graduate Degree in Mechanical/ Automobile Engineering or DMIT(Auto) or AMIE (Mech) Sections A & B (b) Total experience of at least 10 years with 6 years in senior position in Workshops of which 3 yrs being in Automobile Workshops dealing with commercial vehicles, 1st class Graduate Degree in Mechanical/ Automobile Engineering or DMIT(Auto) or AMIE (Mech) Sections A & B

2 79000- 192670	Executive Engineer, Civil	Civil Engineering	(a) Promotion (b) D.R.	(a) 5 years service as DEE (Civil), Degree in Civil Engineering or AMIE or in the alternative a D.E.E.(Civil) with 10 years experience having exceptional merit (b) Graduate Civil Engineer or AMIE, 6 years experience as D.E.E. (Civil) or equivalent in the Government or any reputed Engineering firm engaged in construction work
	Dy. Chief Mech. Engineer / Works Manager	Mechanical Engineering	((a) Transfer (b) Promotion (c) Deputation	(a) Class-I SSO with 3 yrs service as D.M. and 5 yrs total service as JSO (b) 5 yrs total service as Class-I JSO including 3 yrs service as D.M. (c) Suitable officers from State/Central Govt.
1 57000- 142500	Dy Executive Engineer (Civil)/ Dy Executive Engineer (Elec)	Civil Engineering	(a) Promotion (b) Transfer.	D.E.E.(Civil):- (a) 3 years service as Asst Engineer (Civil), Graduate Degree in Civil/Architectural Engineering OR Diploma in Civil/Architectural Engineering with 5 years service as Assistant Engineer (Civil) OR must have put in total 10 years of service of which 5 years as Asst. Engineer (Civil) (b) Graduate Degree in Civil/Architectural Engineering or AMIE D.E.E. (Electrical):- Mutatis mutandis same as above
	Asst Mech Engineer / Asst Works Manager / Asst Mech Engineer (Tyres)	Mechanical Engineering	(a) Transfer from equivalent category (b) Promotion (c) D.R.	(b) Diploma in Mechanical/ Architectural Engineering with 5 yrs of service experience OR pass in SSC/ITI with 8 yrs of service experience, should have passed Higher Management Departmental Exam (c) Degree in Mechanical Engineering or pass in Section A & B of AMIE of Inst of Engineers, served a regular apprenticeship of 2 years in Mech Engineering (preference for Apprenticeship in a Workshop for manufacturing, assembly or repair, overhaul and maintenance of commercial vehicles, at least 2 yrs of post-training experience as Executive in control of a large Workshop engaged in manufacturing, assembly or repair, overhaul and maintenance of commercial motor vehicles

<b>Compared categories in other Government Departments</b>				
6 Gr-32	Engineer -in-Chief	Roads & Buildings Dept.	Promotion	At least 2 yrs service in feeder category
5 Gr-31	Chief Engineer		Promotion	At least 2 yrs service in feeder category
4 Gr-29	Superinte nding Engineer		Promotion	Degree in Engineering
3 Gr-25	Executive Engineer		Promotion	Degree in Engineering
2 Gr-23	Deputy Executive Engineer		(a) Promotion (b) Transfer	(a) Degree in Engineering (b) Lower Subordinate Diploma or Upper Subordinate (O.C.E.) of Osmania University or equivalent with service for a period of 13 years as Assistant Engineer or Technical Officer Special Grade or Technical Officer OR (b) Lower Subordinate Diploma or Upper Subordinate (O.C.E.) or an equivalent thereto, who were recruited as Overseer Draughtsman and later acquired Licentiate in Civil Engineering qualification must put in 11 years of service as Assistant Engineer or Technical Officer OR (c) Holders of Diploma in compressed course of Engineering who must put in eight years of service as Assistant Engineer, Technical Officer (Draughtsman) Special Grade or Technical Officer (Draughtsman) Grade-I.
1 Gr-21	Assistant Executive Engineer		(a)Direct Recruitment (b) Promotion	Degree in Engineering

### **Recommendation**

**06.21. Class-I Officers in the two Engineering Departments of PTD form a hierarchical ladder having four levels, as shown in the above table. We have compared this hierarchy with the same obtaining in the Roads & Buildings Department of the Government, which is the focal department for construction of all roads, buildings, bridges and other structures taken up by the Government (i.e., except the ones taken up by the Local Bodies). The major difference lies in the elongated hierarchy comprising of six levels in the R&B Dept. compared with a much shorter four level hierarchy in the PTD. We also observe that in the Government Departments (other than PTD) the Pay Grade-31 has been assigned to only the Chief Engineers and the Directors (Heads of the Government Departments)**



of some of the major Departments such as the Directors of Animal Husbandry, School/Intermediate/Collegiate/Technical Education, Treasuries, Economics & Statistics, Police Communication, Ground Water and Factories etc. In most of the major Departments mentioned these are the 5<sup>th</sup> level positions in the hierarchy. On the other hand, the highest category of 'Executive Director' in the PTD is at the fourth level from the bottom of the ladder in respect of Class-I posts. It is also pertinent to note that there is an existing inter-Wing parity in pay scales in respect of all the Class-I categories in the various Wings of Group-II and Group-I. Considering the above, the Commission is of the view that it would be appropriate to maintain the existing inter-Wing parities between Class-I Officers of Group-I and Group-II and accordingly assigns the following pay grades in RPS 2018:

1. E.D.(A)/ E.D.(E) ₹.112610-174790 (Grade-30)
2. Chief Civil Engineer/  
Chief Mech Engineer (Maint)/  
Chief Mech Engineer (C&B)/ Chief Engineer (IE) ₹.94500-170580 (Grade-28)
3. Executive Engineer, Civil/  
Deputy Chief Mech Engineer/ Works Manager ₹.76730-162780 (Grade-25)
4. Deputy Executive Engineer (Civil)/  
Deputy Executive Engineer (Elec)/AsstMech Engineer/  
Asst Works Manager/ AsstMech Engineer (Tyres) ₹.57100-147760 (Grade-21)

**(b) Similar categories at par in Class-II & III (in hierarchical sequence)**

Level, Pay Scale/ Grade	Category	Wing	Mode of appointment	Qualification
<b>PTD Categories now placed at par</b>				
4 41140-137500	Assistant Engineer (Civil)/ Assistant Engineer (Elec)	Civil Engineering	(a)Promotion (b) D.R.	Asst. Engineer (Civil):- (a)3years service as Section Officer (Civil), Diploma in Civil/Architectural Engineering, pass in qualifying exam in Higher Civil Engineering Management (b) Graduate Degree in Civil/Architectural Engineering or AMIE or G.D. Architectural Engineering or equivalent OR Diploma in Civil/Architectural Engineering with 8 years experience as Supervisor in Govt or a private concern of repute Assistant Asst. Engineer (Electrical):- Mutatis mutandis same as above
	Assistant Engineer (Mech)/ Assistant Engineer (Vul)	Mechanical Engineering	(a)Promotion (b) D.R.	(a) 3 yrs service as Superintendent (Mech/Vul), pass in qualifying exam. in Higher Maintenance Management (b) Diploma in Mechanical/ Architectural/ Electrical & Electronics Engineering, served 2 yrs Apprenticeship in a Workshop engaged in manufacture and

				assembly or the repair, overhaul and maintenance of Commercial transport vehicle, 7 yrs service in a supervisory capacity in such a workshop, of which 3 yrs should be in a post equivalent to Superintendent (Mech).
3 32350-108100	Section Officer (Civil)/ Section Officer (Electrical)	Civil Engineering	(a)Promotion (b) D.R.	Section Officer (Civil):-(a) 3/5 years of service respectively in case of Deputy Section Officer (Civil)/Assistant Section Officer (Civil), Diploma in Civil/Architectural Engineering (b) Diploma in Civil/Architectural Engineering, 5 yrs service experience in a Supervisory capacity in the Govt. or in a private concern, Section Officer (Electrical):- Mutatis mutandis same as above
	Superintendent (Mech)/ Superintendent (Vul)	Mechanical Engineering	(a)Promotion (b) D.R.	(a) Not less than 3 years service as Deputy Superintendent (Mech/Vul) (b)Diploma in Mechanical/ Architectural/ Electrical & Electronics Engineering, served 2 yrs Apprenticeship in a Workshop engaged in manufacture and assembly or the repair, overhaul and maintenance of Commercial transport vehicle, 3 yrs service in a post corresponding to Mechanical Chageman in PTD
2 27650-92360	Deputy Section Officer (Civil)/ Deputy Section Officer (Elec)	Civil Engineering	(a)Promotion (b) D.R.	Deputy Section Officer (Civil): (a) 2 years service as Asst Section Officer (Civil), Diploma in Civil/Architectural Engineering, pass in qualifying exam. in Lower Civil Engineering Management (b) Diploma in Civil/Architectural Engineering Deputy Section Officer (Electrical):- Mutatis mutandis same as above
	Deputy Superintendent (Mech)/ Deputy Superintendent (Vul)	Mechanical Engineering	(a) Promotion (b) (b) D.R.	(a) 3 yrs service as Leading Hand and previous experience and knowledge of the Section having the vacancy, pass in the qualifying test of LMM. (b) Diploma in Mechanical/ Architectural/ Electrical & Electronics Engineering, served 3 yrs in a Workshop engaged in manufacture and assembly or the repair, overhaul and maintenance of commercial transport vehicle
1 26250-87780	Asst. Section Officer (Civil)/ Asst. Section Officer (Elec)	Civil Engineering	Promotion (for ASO, Civil)/ D.R. (for ASO, Electrical)	Assistant Section Officer (Civil):- (a) 2 years of service as Tracer and pass in qualifying exam. for those who are not Diploma holders and declaration of probation in case of Tracers having Diploma in Civil/ Architectural Engineering. Assistant Section Officer (Electrical):- Diploma in Electrical Engineering

	Leading Hand/ Leading Hand (Vul)	Mechanical Engineering	Promotion	5 yrs of service in the feeder category (Mechanics, Other Artisans)
<b>Compared categories in other Government Departments</b>				
4 Gr-19	Assistant Engineer	Roads & Building Dept.	(a)D.R. (b) Promotion (c) D.R. of Work Inspectors	(a) & (b) Diploma or Degree in Engineering (c) 10 years of service out of which 3 years as Work Inspector (Grade-I)
	Technical Officer		Promotion of Assistant Technical Officer	SSC and Diploma in Engineering (3 years) orSSC with Trade Certificate (ITI) in Draughtsman (Civil/Mechanical) or Intermediate Vocational Certificate with relevant subjects.
3 Gr-14	Assistant Technical Officer		Promotion of Junior Technical Officer	SSC, Diploma in Engineering (3 years) or a SSC with Trade Certificate (ITI) in Draughtsman (Civil/Mechanical) or Intermediate Vocational Certificate with relevant subjects.
2 Gr-12	Junior Technical Officer		(a)D.R. (b) Promotion of Tech Asst(c) D.R. from work charged establishment with prescribed qualifications	
1 Gr-9	Technical Assistant (Formerly Tracer)		(a) D.R. (b) Promotion of Printing Technician (c)Transfer from other services	

### Recommendations:

**06.22. We have attempted a comparison of the four-level hierarchy in the PTD with the corresponding hierarchy in the Roads and Buildings (R&B) Department of the Government. We find that in the R&B Department the category of Technical Officer (T.O.) has traditionally been given parity with the Assistant Engineer, whereas in the PTD the corresponding categories of Section Officer (Civil)/ Section Officer (Electrical)/ Superintendent (Mech), with equivalent academic qualification requirement as that of the T.O., are the feeder categories to the posts of Assistant Engineer (Civil/Elec)/ Assistant Engineer (Mech). We however find a shade of difference in the qualifications prescribed and job profiles assigned to these feeder and promotion categories in the PTD and therefore find the hierarchical positioning justified. As in the case of the other Wings in Group-I discussed earlier, the categories of Deputy Section Officer (Civil/Elec)/ Deputy Superintendent (Mech) do not have any corresponding equivalence in the R&B Department. The next level posts of Assistant Section Officer (Civil/Elec)/ Leading Hand can be equated with the R&B Department category of Assistant Technical Officer. Again,**

the Junior Technical Officer does not have any equivalent rank in the hierarchy of PTD. Finally, the category of Technical Assistant (formerly Tracer) in the R&B Department used to have a corresponding comparable post of Tracer only in the Civil Engineering Wing of PTD. However the work turned out by the category of Tracer is since being outsourced by the APSRTC. Considering the above, we assign the following pay scales to the above mentioned categories in the PTD:

1. Assistant Engineer (Civil)/  
Assistant Engineer (Elec)/  
Asst Engineer (Mech)/ Asst Engineer (Vul) ₹.48440-137220 (Grade-19)
2. Section Officer (Civil)/  
Section Officer (Elec)/  
Superintendent (Mech)/Superintendent (Vul) ₹.45830-130580 (Grade-18)
3. Deputy Section Officer (Civil)/  
Deputy Section Officer (Elec)/  
Deputy Superintendent (Mech)/  
Deputy Superintendent (Vul) ₹.40970-124380 (Grade-16)
4. Assistant Section Officer (Civil)/  
Assistant Section Officer (Elec)/  
Leading Hand /Leading Hand (Vul) ₹.37640-115500 (Grade-14)

**(c) Similar categories at par in Class-IV (in hierarchical sequence)**

Level, Pay Scale/ Grade	Category	Wing	Mode of appointment	Qualification
<b>PTD Categories now placed at par</b>				
2 18660-62460	Work Inspector (Tech/Non-Tech)	Civil Engineering	Promotion	ITI, 3 yrs of service as Fieldman (Service Regulation not placed and qualification is as reported by the Dept.)
	Deputy Mechanic	Mechanical Engineering	Promotion	3 yrs of service as Assistant Mechanic, possess fair degree of proficiency in handling tools pertaining to the section in which vacancy exists
1 16890-56520	Fieldman	Civil Engineering	D.R.	ITI (Service Regulation not placed, information as reported by the Dept.)
	Assistant Mechanic/ Assistant Mechanic (Vul)	Mechanical Engineering	(a) D.R. (b) Transfer	ITI with Diesel Mechanic Trade (preference for those with Apprenticeship training in maintenance of Heavy Passenger/ Heavy Goods vehicles of Govt/PSU with fleet strength of 200 or more)
<b>Compared categories in other Government Departments</b>				
No corresponding categories				

## Recommendation

### Work Inspectors-

06.23. There are no equivalent categories of posts in the other Government Departments. Some Work Inspectors of various skill levels work in the Government in Work Charged establishments. They also work in the Local Bodies. There are 7 Non-Technical and 1 Technical Work Inspectors now working in the PTD.

### Assistant Mechanic/ Assistant Mechanic (Vul) -

06.24. A representation was received to equate the category of Assistant Mechanic with those of Security Constable and Conductor. However we find that their job profiles are entirely different. The Assistant Mechanic basically assists the Deputy Mechanic in attending to minor repairs. Moreover such equivalence, as requested, was never established earlier in the past. All along this category and also that of Fieldman have been assigned the lowest pay scale in Class-IV services of APSRTC.

06.25. Considering the nature of duties, hierarchical position and the existing pay scales assigned to the above mentioned categories as well as their promotion posts in the APSRTC, we are of the view that it would be appropriate to assign them the following pay scales:

1. Work Inspector (Tech/Non-Tech)/ Deputy Mechanic ₹.21200-65360 (Grade-3)
2. Fieldman/ Assistant Mechanic/ Assistant Mechanic (Vul) ₹.20000-61960 (Grade-1)

### (d) Other disparate categories in Class- III and IV in Group-II

1-3. Mechanical Engineering Wing, PTD- Artisan Gr-I, Artisan Gr-II, Hammerman				
Class/ Pay Scale	Category	Promotion/Feeder Category	Mode of appointment	Qualification
III 24200- 80990	Artisan Gr-I	Leading Hand/ Artisan Gr-II	(a) Promotion (b) D.R.	(a) Artisan Gr-II with ITI or other Artisan Gr-II (b) ITI candidate who has completed training
	Mechanic Gr-I/ Tyre Mechanic Gr-I	Leading Hand/ Mechanic Gr-II, Tyre Mechanic Gr-II	Promotion	By selection of suitable Mechanic Gr-II/ Tyre Mechanic Gr-II
III 20300- 67790	Mechanic Gr-II, Tyre Mech Gr-II, Artisan Gr- II (Electrician- AC/DC, Coach Builder, Panel Beater, Painter, Welder/Tinsmith, Trimmer, Black	Leading Hand, Artisan Gr-I/ Hammerman, Dy Mechanic, Asst Mechanic,	(a) Promotion (b) D.R.	(a) (i) ITI with 2 yrs service OR Non-ITI with 4 yrs service (ii) Pass in Trade Test (iii) ability to read and write simple sentences in Telugu, English or Hindi (b)

	Smith, M/W Mech, Machinist, Vulcaniser, M/W Mech (Vul), Electrician-AC (Vul)			Holder of National Trade Certificate in the Trade in which vacancy exists, pass in a Trade Test in the Trade in which vacancy exists
IV 19160-64160	Hammerman	Artisan Gr-II/ Dy. Mechanic, Asst Mechanic	(a) Promotion (b) D.R.	(a) Pass in a Trade Test (b) Ability to read and write simple language, must pass in a Trade Test
<b>Compared category in R&amp;B Department</b>				
No corresponding categories				

**Recommendation:**

**06.26. These three categories constitute a hierarchy of feeder/promotion posts below that of the Leading Hand. The Category of Artisan Gr-I provides a promotional avenue for the Artisans Gr-II, but they discharge the same duties as the latter. There are no equivalent complement of posts in any other Government Department. Keeping in mind the existing pay scales, relative positions in the hierarchy, qualifications prescribed and duties entrusted to these categories, the Commission recommends assignment of the following pay scales:**

- 1. Artisan Gr-I, Mechanic Gr-I, Tyre Mechanic Gr-I ₹.28280-89720 (Grade-9)**
- 2. Mechanic Gr-II, Tyre Mech Gr-II, Artisan Gr-II,(Electrician- AC/ DC,Coach Builder, Panel Beater, Painter, Welder/ Tinsmith, Trimmer, Black Smith, M/W Mech, Machinist), Vulcaniser,M/W Mech (Vul), Electrician- AC (Vul) ₹.25220-80910 (Grade-7)**
- 3. Hammerman ₹.22460-72810 (Grade-4)**

**3. Assignment of Government pay scales to the employee categories in Group-III (Medical and Security Wings):**

**06.27.** The two PTD Wings included in this group do not discharge any of the core functions of the organisation (APSRTC). They provide specialised professional services, namely Medical and Healthcare facility and Security services respectively to the APSRTC. We have taken up the exercise of assignment of pay scales to the personnel of these two wings separately as there is nothing in common either between them or with any other Wing of the PTD. In the Commission's view inter-Wing equations of parity is not a major factor in deciding about the appropriate pay scales to be assigned to the various categories in the Medical and Security Wings. We have therefore given more emphasis to considering the equivalence of these categories to the similarly placed functionaries in the other parallel Government Departments who perform similar functions.

**(i) Medical Wing:**

**06.28.** The Medical Wing manages a 50 bedded Central Hospital at Vijayawada and 19 dispensaries located in 13 districts of Andhra Pradesh to provide free health care services, i.e. in-patient, out-patient (consultancy, diagnostics and pharmacy) and referral services, to the employees, serving and retired, of the PTD and their family members. The Doctors and para-medical staff also conduct periodical medical check-up of employees, particularly Drivers, at regular intervals to ensure their physical fitness to perform allotted duties. The total number of persons covered under the medical care system of APSRTC, including the family members of the employees and pensioners, would be about 3 lakh. The Chief Medical Officer is the Head of the Medical Wing and he reports to the Executive Director (Administration). Presently, 38 Doctors (including 25 working on contract basis) and 87 regular paramedical staff are working in the Medical Wing of APSRTC.

We now proceed to consider fixation of pay scales for the employees of the Medical Wing.

**a) Categories in Class-I (in hierarchical sequence)**

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of Appointment	Qualification
<b>PTD Categories</b>				
3 112000- 273200	Chief Medical Officer	--/Senior Medical Officer (Civil Surgeon/ Civil Surgeon Specialist)	(a) Promotion (b) Deputation	a) Must have completed a total service of 10 yrs of which at least 6 yrs should be in Class-I Senior Scale, possess a MBBS Degree or its equivalent, possess a Post Graduate Degree in medical science ; b) Deputation of an Additional Director of Medical & Health Services from the Government

2 79000- 192670	Senior Medical Officer (Specialist)	Chief Medical Officer/ Medical Officer (Civil Asst. Surgeon)	(a) Promotion (b) Deputation	(a) Must possess a MBBS/BDS Degree or its equivalent, must possess PG Degree/PG Diploma in related clinical speciality, must have put in 5 years of service in the PTD of which 2 years must be after obtaining PG Degree OR must have put in 9 years of service in the PTD of which 2 years must be after obtaining PG Diploma (b) Deputation of Medical Officers from Medical & Health Services of the Government
	Senior Medical Officer (Civil Surgeon)			(a) Must possess a MBBS/BDS Degree or its equivalent, must have put in 12 years of service as Civil Asst. Surgeon in the PTD; (b) Deputation of Medical Officers from Medical & Health Services of the Government
1 57000- 142500	Medical Officer (General) (Civil Asst. Surgeon)	Senior Medical Officer/-	D.R.	(i) Holder of MBBS Degree (ii) must have completed one year of House Surgeonship (iii) must be registered with any of the State Medical Councils (iv) must have 5 yrs experience after House Surgeonship in any Government/ Corporate/ Private/ Missionary Hospital OR in possession of PG Degree (M.D.) OR have PG Diploma in the required clinical speciality followed by 3 yrs of experience
	Medical Officer (Specialist) (Civil Asst. Surgeon)	Senior Medical Officer (Specialist)/-	D.R.	(i) Holder of MBBS Degree (ii) must have completed one year of House Surgeonship (iii) must be registered with any of the State Medical Councils (iv) must have either PG Degree in the clinical speciality for which recruitment is made OR have PG Diploma in the required clinical speciality followed by 3 yrs of experience.
<b>Compared categories in the Government Health, Medical and Family Welfare Department</b>				
3 Gr-28	Civil Surgeon	Additional Director/ Deputy Civil Surgeon, Regional Medical Officers and Senior Medical Officers etc	Promotion	(i)M.B.B.S. or its equivalent (ii) Post Graduate Degree or Diploma in relevant field



2 Gr-25	Deputy Civil Surgeon	Civil Surgeon/ Civil Assistant Surgeon, Health Officers and equivalent	Promotion	MBBS degree and four years service as a Civil Assistant Surgeon
1 Gr-22	Civil Assistant Surgeon	Deputy Civil Surgeon/--	D.R.	Civil Assistant Surgeon: MBBS Degree or equivalent. Medical Officers in Municipalities and Municipal Corporations: MBBS and M.D. SPM/DPH

### Recommendation

06.29. The PTD Employees' Associations have requested us to equate the various categories of employees in the Medical Wing with the corresponding categories in the Govt. HM&FW Department. We agree with the same. The aforementioned three categories in the Medical Wing are professionally equivalent to their counterparts in the Government and discharge exactly same functions. In view of this we have no hesitation in assigning them pay scales on par with the similar rank holders in the Medical & Health Department of the Government. We are conscious of the fact that at the entry level, the category of Medical Officers (CAS) in PTD are at present enjoying the same scale (Junior Scale) as that of the entry level posts in the other Wings. However considering the level of academic qualification, which involves greater degree of time, effort and resources, critical nature of duties and added risk and responsibilities (of dealing with human lives and well being), associated with this post we feel it would be justified in assigning a higher pay scale to this category. The pay scales recommended to be assigned are as follows:

1. Chief Medical Officer ₹.94500-170580 (Grade-28)
2. Senior Medical Officer (Specialist)/  
Senior Medical Officer (Civil Surgeon) ₹.76730-162780 (Grade-25)
3. Medical Officer (General)/  
Medical Officer (Specialist) ₹.61960-151370 (Grade-22)

#### b) Categories in Class-II & III (in hierarchical sequence)

##### (i) Nursing Staff

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
<b>PTD Categories</b>				
5 41140-137500	Nursing Superintendent	--/Head Staff Nurse	Promotion	a) Must have completed a total service of 10 yrs in the Corporation, must pass a departmental qualifying examination

4 32350-108100	Head Staff Nurse	Nursing Superintendent/ Staff Nurse	(a) Promotion (b) D.R.	(a) Must have rendered 7 years of service as Staff Nurse (b) must have passed Diploma in General Sick Nursing (GSN) and Mid-wifery from a recognised Institution having undergone training for at least 3 years in GSN of men and women and for 6 months in Mid-wifery, must have rendered service as Staff Nurse in an approved Institution for a period of at least 7 years
3 27650-92360	Staff Nurse	Head Staff Nurse / ANM	(a) Promotion (b) D.R.	(a) Must have rendered 7 yrs of service as ANM, must have passed Departmental qualifying examination (b) must have passed Diploma in GSN and Mid-wifery from a recognised Institution having undergone training for at least 3 years in GSN of men and women and for 6 months in Mid-wifery
2 26250-87780	Auxiliary Nurse Midwife (ANM)	Staff Nurse/ Female Nursing Orderly	(a) Promotion (b) D.R.	(a) Must have rendered 7 years of service as Female Nursing Orderly, must have passed Departmental qualifying Test (b) pass in SSC, must have obtained training and pass in Mid-wifery examination from a Government hospital
1 19160-64160	Nursing Orderly (Male/Female)	ANM/ Class-IV employees	(a) Promotion, and if no suitable candidate available, (b) D.R.	(a) Must have rendered 5 years of service in the feeder category, must have First-Aid Certificate (b) pass in SSC, must have Certificate of St John's Ambulance (First Aid Certificate)
<b>Compared categories in the Government Health, Medical and Family Welfare Department</b>				
5 Gr-20	Nursing Superintendent Gr-II	Nursing Superintendent Gr-I/ Head Nurse	Transfer of Head Nurse	Sameas qualification of Head Nurse/ Staff Nurse i.e. pass in Intermediate plus 3 years training in General Sick Nursing and 6 months Midwifery training
4 Gr-18	Head Nurse	Nursing Superintendent Gr-II/ Staff Nurse	Promotion	Pass in Intermediate plus pass in either 3 ½ years training course in General Nursing and Midwifery or (4) years training course of B.Sc Nursing.

3 Gr-16	Staff Nurse	Head Nurse/ ANM, Maternity Assistant	(a) Promotion (b) Transfer	Pass in Intermediate plus pass in either 3 ½ years training course in General Nursing and Midwifery or (4) years training course of B.Sc Nursing.
2 Gr-10	ANM	Staff Nurse/--	D.R.	Must be holder of ANM Certificate from a recognised Institution in the State
1 Gr-2	Nursing Orderly Gr-I	--/Nursing Orderly Gr-II	(a) Promotion (b) D.R.	(a) Must have passed VIII <sup>th</sup> class in a recognised School, satisfactory service for a period of not less than 5 years as Nursing Orderly Grade II.

### Recommendation

**06.30. In the HM&FW Department the category of Nursing Orderly is not in the line of hierarchy of Nursing Staff. This category of staff provides a combination of janitorial and patient care services. It is common for Orderlies to be responsible for tasks such as ensuring that medical equipments are properly sterilized, cleaning rooms and beds and changing bed sheets etc. However, all the five categories of the Medical Wing of PTD, mentioned above, perform exactly the same duties as their counterparts in the HM&FW Department of the Government and also possess the same professional qualification and skill. Accordingly we assign them pay scales at par with those of the compared categories in the HM & FW Department, as follows:**

- |                                  |                           |
|----------------------------------|---------------------------|
| 1. Nursing Superintendent        | ₹.54060-140540 (Grade-20) |
| 2. Head Staff Nurse              | ₹.45830-130580 (Grade-18) |
| 3. Staff Nurse                   | ₹.40970-124380 (Grade-16) |
| 4. Auxiliary Nurse Midwife (ANM) | ₹.29980-94500 (Grade-10)  |
| 5. Nursing Orderly (Male/Female) | ₹.20600-63660 (Grade-2)   |

### (ii) Pharmacists

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
<b>PTD Categories</b>				
2 27650- 92360	Pharmacist Gr-I	Pharmacist Gr-II	(a) Promotion, and if not available, (b) D.R.	a) Must have completed a service of 7 yrs as Pharmacist Gr-II, must have passed the departmental qualifying examination (b) must have passed B.Pharmacy, must have rendered service as Pharmacist for at least 7 years in in an Institution of repute or in Govt/PSU
1 26250- 87780	Pharmacist Gr- II	Pharmacist Gr-I	D.R.	Must have passed Intermediate (Sc.) followed by Diploma in Pharmacy (B.Pharmacy is preferred)

Compared categories in the Government Health, Medical and Family Welfare Department				
2 Gr-15	Pharmacist Gr-I	Pharmacy Supervisor/ Pharmacist Gr-II	Promotion	-
1 Gr-13	Pharmacist Gr-II	Pharmacist Gr-I	D.R.	Intermediate (Sc.) or its equivalent examination with a Diploma in Pharmacy (2 years) awarded by the Andhra State Board of Technical Education plus 3 months internship

### Recommendation

**06.31. The two categories of Pharmacist Gr-I and Pharmacist Gr-II perform exactly the same duties as their counterparts in the HM&FW Department of the Government and also have the same professional qualification and skill. Accordingly we recommend for them pay scales on par with those recommended for the compared categories in the HM & FW Department, as follows:**

- |                            |                                  |
|----------------------------|----------------------------------|
| <b>1. Pharmacist Gr-I</b>  | <b>₹.38720-118390 (Grade-15)</b> |
| <b>2. Pharmacist Gr-II</b> | <b>₹.35570-109910 (Grade-13)</b> |

### iii) Laboratory Staff

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
<b>PTD Categories</b>				
3 27650-92360	Laboratory Technician Gr-I	--/ Laboratory Technician Gr-II	(a) Promotion, and if not available, (b) D.R.	a) Must have completed a service of 7 yrs as Lab Technician Gr-II, must have passed the departmental qualifying examination (b) must have passed Degree exam, must possess a Certificate in Lab Technician Training Course, must have rendered service as Lab Technician for at least 7 years in an Institution of repute or in Govt/PSU
2 26250-87780	Laboratory Technician Gr-II	Laboratory Technician Gr-I/ Laboratory Assistant	(a) Promotion, and if not available, (b) D.R.	(a) Must have completed a service of 7 yrs as Lab Assistant, must have passed Departmental examination (b) Must have passed Intermediate Examination, must possess a Certificate in Lab Technician Training Course
1 18660-62460	Laboratory Assistant	Laboratory Technician Gr-II	D.R.	Pass in SSC exam., must have obtained Certificate of Lab Attendant Training Course, must have rendered at least 2 years service as Lab Assistant in an Institution of repute or Government/PSU

<b>Compared categories in the Government Health, Medical and Family Welfare Department</b>				
3 Gr-15	Laboratory Technician Gr-I	Laboratory Technician Gr-II	Promotion	
2 Gr-12	Laboratory Technician Gr-II	Laboratory Technician Gr-I/ Lab Attendant	(a) Promotion (b) D.R.	Pass in Intermediate, must possess Certificate of Certified Laboratory Technician Training Course (6 months to 1 year)
1	Laboratory Assistant	No corresponding post in non-teaching hospitals		

### Recommendation

06.32. The above mentioned two hierarchies of Laboratory staff are identical in respect of their duties and functions and professional qualifications. In respect of the category of Lab Assistant we feel it appropriate to maintain the current parity with the category of Dark Room Assistant (discussed below). Accordingly, we recommend pay scales for the Laboratory staff on par with those recommended for the compared categories in the HM & FW Department/ Dark Room Assistant, as follows:

- |                                |                           |
|--------------------------------|---------------------------|
| 1. Laboratory Technician Gr-I  | ₹.38720-118390 (Grade-15) |
| 2. Laboratory Technician Gr-II | ₹.34580-107210 (Grade-12) |
| 3. Laboratory Assistant        | ₹.22460-72810 (Grade-4)   |

### (iii) Radiology staff

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
<b>PTD Categories</b>				
2 26250-87780	Radiographer Gr-II	--/ Dark Room Assistant	(a) Promotion, and if not available, (b) D.R.	a) Must have completed a service of 7 yrs as Dark Room Assistant, must have passed the departmental examination (b) must have passed Intermediate exam, must have passed CRA examination
1 18660-62460	Dark Room Assistant	Radiographer Gr-II / --	D.R.	Must have passed SSC Examination, must possess a Certificate of having completed Dark Room Attendant Training Course, must have rendered service as a Dark Room Assistant for not less than 2 years in an Institution of repute or in the Government/PSU.

<b>Compared categories in the Government Health, Medical and Family Welfare Department</b>				
2 Gr-13	Radiographer	Chief Radiographer/ Dark Room Assistant	(a) D.R. (b) Promotion	Intermediate, Pass in CRA course examination, 1 year Diploma in Certified Radiology, preference is given to the candidates who in addition possess B.Sc., M.Sc., B.Sc.(Hons) with Physics as the main subject
1 Gr-4	Dark Room Attendant	Dark Room Assistant /---	Promotion	Pass in Middle School or other equivalent examination, experience in photography and Darkroom work (Development of Film). Preference is given to those who worked under photographers of repute.

### **Recommendation**

**06.33. On comparison of the two mentioned paramedical categories of PTD with the corresponding posts in the HM&FW Department, we find that the academic as well as professional qualifications and nature of duties prescribed for the category of Radiographer in the HM&FW Department and the PTD are the same. However in the case of Dark Room Assistant of PTD, the professional qualification required is that of the Dark Room Attendant in the HM&FW Department, although the category is designated as 'Dark Room Assistant'. Taking this into consideration we assign the following pay scales to the two categories on par with their counterparts in the HM&FW Department:**

- |                               |                                  |
|-------------------------------|----------------------------------|
| <b>1. Radiographer Gr-II</b>  | <b>₹.35570-109910 (Grade-13)</b> |
| <b>2. Dark Room Assistant</b> | <b>₹.22460-72810 (Grade-4)</b>   |

### **(c) Other disparate categories in Class- II, III and IV in Group-III**

<b>1. Medical Wing, PTD- Physiotherapist</b>				
<b>Level, Pay Scale/ Grade</b>	<b>Category</b>	<b>Promotion/ Feeder Category</b>	<b>Mode of appointment</b>	<b>Qualification</b>
1 27650-92360	Physiotherapist	Standalone post	D.R.	Must have passed Intermediate exam, must have obtained training in Electro Therapy or Physiotherapy or Physical training with special reference to massaging for at least 2 years from a recognised institution.

<b>Compared categories in the Government Health, Medical and Family Welfare Department</b>				
1 Gr-13	Physiotherapist (General)	Standalone post	(a) Transfer from any other service, and if not available, (b) D.R.	Must have passed Intermediate, must have undergone training in Electrotherapy or Physiotherapy or Physical training with special reference to massaging for at least two years from a recognized institution

### **Recommendation**

**06.34. The category of Physiotherapist in the Medical Wing of PTD as well as that in the HM&FW Department are identical in respect of their functions and qualifications and both are standalone posts without any promotion/feeder categories. We therefore feel it appropriate to assign the same pay scale as recommended to the Physiotherapist in HM&FW Department i.e., ₹.35570-109910 (Grade-13) to this category.**

<b>2. Medical Wing, PTD- ECG Technician Gr-II</b>				
<b>Level, Pay Scale/ Grade</b>	<b>Category</b>	<b>Promotion/ Feeder Category</b>	<b>Mode of appointment</b>	<b>Qualification</b>
1 26250- 87780	ECG Technician Gr-II	ECG Technician Gr-I/ --	D.R.	Must have passed Intermediate exam. (preference for B.Sc. candidates), must have obtained training of 6 months in ECG in any Govt. Hospital or an Institution of repute.
<b>Compared category in the Directorate of Medical Education, Government Health, Medical and Family Welfare Department</b>				
1 Gr-12	ECG Technician	Standalone post	D.R.	Must have passed Intermediate examination with Science subject, must have undergone training in E.C.G. for a period of not less than 6 months in a Government Hospital or any Institution or reputed organization

### **Recommendation**

**06.35. There is only one post of ECG Technician Gr-II in the PTD. As such there is no opportunity for further promotion in the regular line by upgradation as ECG Technician Gr-I. Equating the above two comparable posts we assign the pay scale ₹.34580-107210 (Grade-12) to the category of ECG Technician Gr-II.**

<b>3. Medical Wing, PTD- Ward Boy/Ward Girl</b>				
<b>Level, Pay Scale/ Grade</b>	<b>Category</b>	<b>Promotion/ Feeder Category</b>	<b>Mode of appointment</b>	<b>Qualification</b>
1 18660-62460	Ward Boy/ Ward Girl	NIL	(a) Transfer of Class-IV employees, and if not available, (b) D.R.	(a) Must have passed 7 <sup>th</sup> class, must pass an aptitude test, must have Certificate of St John's Ambulance Association (First Aid) (b) Must have passed SSC exam, must pass an aptitude test, must have Certificate of (First Aid)
<b>Compared category in the Directorate of Medical Education, Government Health, Medical and Family Welfare Department</b>				
1 Gr-1	Ward Boy	Standalone post	D.R.	Must be able to read and write Telugu or Urdu or English or Hindi, Should have training in First Aid

### **Recommendation**

**06.36.** A Ward Boy looks after the needs and wants of patients under their care. They maintain patient hygiene by providing bed-pans, baths, bandage redressing, changing of bed sheets and such activities. They are also expected to help with basic jobs like taking patient temperature, handing over medicine, serving meals and such other activities. This category in all the Heads of Departments under the Government's HM&FW Department as well as in the Prisons and Correctional Service Department carry the Pay Grade of 1. Accordingly we assign the same pay scale ₹.20000-61960 (Grade- 1) to this category in the PTD.

### **(ii) Vigilance & Security Wing:**

**06.37.** As the name suggests the Vigilance & Security Wing provides safety and security to the movable and immovable assets of APSRTC. It also undertakes Vigilance enquiries and conducts surprise checks. The Department functions under the guidance and control of the Director (Vig. & Security), who is assisted by the Assistant Director (Vig. & Security) and a whole chain of staff comprising of Security Officer, Chief Security Inspectors, Security Inspectors, Sub-Inspectors, Asst Sub-Inspectors, Head Constables and Constables. The APSRTC also deploys, on deputation basis, a contingent of Police Circle Inspectors, Sub-Inspectors, Head Constables and Constables. Details relating to the Security Wing Staff for the purpose of fixation of pay scales are as follows:



**(a) Categories in Class-I, II & III (in hierarchical sequence)**

Level, Pay Scale/ Grade	Category	Promotion/ Feeder Category	Mode of appointment	Qualification
<b>PTD Categories</b>				
8 79000-192670	Assistant Director Vig. & Security	--/ Vigilance & Security Officer	(a)Promotion, and if not available (b) Deputation	(a) Must have put in at least 5 years of service as Vig. & Security Officer, must be a graduate (b) Deputation of Police Officer in the rank of Additional S.P.
7 57000-142500	Security Officer/ Vigilance & Security Officer	--/Chief Security Inspector	(a) D.R. (b) Deputation (c) Promotion	(a)Graduate (Ex-Indian Commissioned Officers of Defence Service or Officers of Police Dept not below the rank of DSP to be preferred) (b) Police Officer not below the rank of DSP (c) must have rendered 15 years of service in a Supervisory capacity in Security Wing and must have put in 5 years of service as Chief Security Inspector
6 41140-137500	Chief Security Inspector	Security Officer/ Security Inspector	Promotion	Must have served for 3 years as Security Inspector, must have passed Departmental qualifying exam. in Higher Security Management
5 32350-108100	Security Inspector	Chief Security Inspector/ Security Sub-Inspector	(a) Promotion, and if not available, (b) D.R.	(a) Must have passed SSC exam, must have put in 3 years of service as Security Sub-Inspector (b) <u>Civilian</u> :- Graduate, must have minimum height of 1.68 metres and chest size of at least 81-86 cm; <u>Ex-Military</u> :- must be an Ex-Junior Commissioned Officer, must have passed SSC, must have minimum height of 1.68 metres and chest size of at least 81-86 cm, conduct must be exemplary in discharge certificate
4 27650-92360	Security Sub-Inspector	Security Inspector/ Security Assistant Sub-Inspector	(a) D.R. (b) Promotion	(a) Graduate, must have minimum height of 1.68 metres (1.64 mts for S.T. candidates), chest size must be at least 87 cm on full inspiration with minimum expansion of 5 cm (not below 83.8 cm and expansion of 5 cm for S.T. candidates), Women candidates should not be below 1.525 mts in height and 45.5 Kgs in weight (b) Must have passed SSC exam., must have put in at least 3 years of service as Security Assistant Sub-Inspector, must have passed Departmental exam in Lower Security Management
3 26250-87780	Security Assistant Sub-Inspector	Security Sub-Inspector/ Security Head Constable	(a) Promotion, and if not found suitable,	(a) Must have passed SSC exam., must have put in at least 3 years of service as Security Head Constable, must pass a qualifying test (b) <u>Civilians</u> :- Graduate, must have minimum height of 1.68 metres and chest size of at least 81-86

			(b) D.R.	cm; <u>Ex-Military</u> :- must be an Ex-Junior Commissioned Officer, must have passed SSC, must have minimum height of 1.68 metres and chest size of at least 81-86 cm, conduct must be exemplary in discharge certificate
2 21670- 72430	Security Head Constable	Security Assistant Sub-Inspector/ Security Constable	(a) Promotion, and if not found suitable, (b) D.R.	(a) By promotion of Security Constable (b) <u>Ex-Military</u> :- Must have passed 8 <sup>th</sup> class, must have minimum height of 1.68 metres and chest size of at least 81-86 cm, conduct must be exemplary in discharge certificate
1 19580- 65450	Security Constable	Security Head Constable/--	(a) D.R. (b) Transfer	(a) <u>Ex-Military</u> :- Must have passed 8 <sup>th</sup> class exam., must have minimum height of 1.68 metres (1.60 mts for ST candidates) and chest size of at least 82-87 cm (78.8-83.8 cm) for ST Candidates), conduct must be exemplary in discharge certificate: <u>Civilians</u> :- Must have passed SSC, must have minimum height of 1.68 metres (1.60 mts for ST candidates) and chest size of at least 82-87 cm (78.8-83.8 cm for ST Candidates) (other things being equal, preference for candidates trained in the Territorial Army)

**Compared categories in the Government Prisons & Correctional Services Department**

7 Gr-25	Superintendent of Jails	D.I.G., Prisons/ Deputy Superintendent of Jails	Promotion	Must have passed Graduate Degree, must have passed Departmental Test and Accounts Test
6 Gr-21	Deputy Superintendent of Jails	Superintendent of Jails/ Jailor	(a) D.R. (b) Promotion	(a) Graduate Degree (b) Graduate Degree, Pass in Departmental Test and Accounts Test
5 Gr-19	Jailor	Deputy Superintendent of Jails/ Deputy Jailor	Transfer	Graduate Degree, Pass in Departmental Test and Accounts Test
4 Gr-17	Deputy Jailor	Jailor/ Chief Head Warder	(a) D.R. (b) Promotion (c) Transfer of Senior Asst.	(a) Graduate Degree (b) Intermediate, pass in Accounts Test and Departmental Tests (c) Graduate Degree, Pass in Accounts Test and Departmental Tests
3 Gr-13	Chief Head Warder	Deputy Jailor/ Head Warder	Promotion	--
2 Gr-11	Head Warder	Chief Head Warder/ Warder	Promotion	--
1 Gr-7	Warder	Head Warder/ --	D.R.	Intermediate. Preference for those having undergone Civil Defence training and gained experience as home-guard

## Recommendation

06.38. The service Associations have requested to assign pay scales to the employees of the Security Wing on par with those fixed for the equivalent categories in the Police Department.

06.39. The Commission has already articulated earlier in Volume-II of this report that historically, in all the Pay Revisions since 1993, the posts in the Police hierarchy have been given primacy in assignment of pay grades compared to their counterparts in the other uniformed Departments of the Government such as Fire Services, Prisons & Correctional Services, Excise & Prohibition, Forest and Transport Departments. This is in view of the much wider range and scope of duties and responsibilities entrusted to the Police Department's functionaries. The civil police has to take care of the task of maintenance of law and order, protection of lives and properties, control of crime, crowd and traffic control etc. besides discharging enforcement responsibilities under the statutes of various regulatory departments of the State Government. The demanding nature of the duties cast on the Police personnel is amply demonstrated in the role played by them as frontline warriors to contain the ravaging Covid-19 pandemic. Due to this reason we have, in the above Table, compared the various categories of posts in the Vigilance & Security Wing of the PTD with those of the Prisons & Correctional Services Department, which is an apt representative of the cohort of five uniformed departments mentioned above.

06.40. On a comparison of the two hierarchies, it is evident that the Vigilance & Security Wing of PTD has eight different levels compared to seven in the Prisons Department. In our view the fourth level post in the hierarchy of Prisons Department has two split levels (4 &5) in that of the Vig. & Security Wing. It is also seen that the academic qualifications prescribed for the categories of Security Constable and Security Head Constable are lower than those of the corresponding categories (Warder and Head Warder) in the Prisons Department

06.41. Considering the above, the Commission feels it would be apt to assign the following pay scales to the various categories in the Vigilance & Security Wing:

1. Assistant Director, Vig. & Security	₹.76730-162780 (Grade-25)
2. Security Officer	₹.57100-147760 (Grade-21)
3. Chief Security Inspector	₹.48440-137220 (Grade-19)
4. Security Inspector	₹.45830-130580 (Grade-18)
5. Security Sub-Inspector	₹.40970-124380 (Grade-16)
6. Security Assistant Sub-Inspector	₹.35570-109910 (Grade-13)
7. Security Head Constable	₹.28280-89720 (Grade-9)
8. Security Constable	₹.23780-76730 (Grade-6)

#### 4. Assignment of pay scale to the Common Categories in Class-I

**06.42.** The PTD has at present four common cadres in Class-I Officers rank. These are as follows:

- (i) Super Scale (Executive Director)
- (ii) Special Scale (HoD/Regional Manager)
- (iii) Senior Scale
- (iv) Junior Scale (Depot Manager)

**06.43.** The PTD Officers' Association has requested the Commission to equate the four categories of Executive Director, Regional Manager/HoD, Senior Scale Officer and Depot Manager with the posts of Additional Commissioner, Joint Commissioner, Deputy Commissioner and Assistant Commissioner respectively in the Transport Department of State Government.

##### **(i) Executive Director**

**06.44.** The Department has seven posts of Executive Director (E.D.), three at the Commissioner's Office and four in the Zones. The Commission has already recommended appropriate pay scale to the category of Executive Director working in the Commissioner's Office. The same pay scale [**₹.112610-174790(Grade-30)**] shall be applicable to the zonal E.Ds also.

##### **(ii) Regional Manager/ Head of Department (Wing)**

**06.45.** The Regional Managers are appointed by promotion by selection from among the Class-I Senior Scale Officers (except Medical Dept) who have put in a minimum of 10 years service in the Corporation out of which at least 5 years should be in the Class-I Senior Scale. He should also have worked as Divisional Manager/Depot Manager for not less than 3 years and possess a Graduate Degree. This post is inter changeable with that of Head of Department (Wing). **Considering this, the Commission assigns the pay scale of ₹.94500-170580 (Grade-28) to this category on par with that assigned to the HoDs.**

##### **(iii) Senior Scale Officers**

**06.46.** We are given to understand that the category of Divisional Manager is no longer being operated. In the past the Divisional Managers were being appointed by transfer of Class-I Senior Scale Officers or by promotion of Class-I Junior Scale Officers. **In respect of the other categories of Class-I Senior Scale Officers in different Wings of the PTD, equivalent to the erstwhile Divisional Managers, we have already assigned the pay scale of ₹.76730-162780 (Grade-25). We reiterate the same.**

##### **(iv) Depot Manager**

**06.47.** The post of Depot Manager in the PTD is filled up by transfer of Class-I Junior Scale Officers working in the Operations, Mechanical Engineering, Personnel, Accounts,

Stores and Purchase and Civil Engineering Wings according to a prescribed roster. **Therefore the Commission assigns the par pay scale of ₹.57100-147760 (Grade-21) to this common category.**

**06.48. Details of pay scales assigned in the 2017 Pay Revision to different categories of posts borne on the cadres of various Wings of the APSRTC have been shown in the Annexure to this part of our Report. It also contains the revised pay grades/scales assigned by this Commission for application with effect from 01-01-2020, i.e. the date of absorption of the APSRTC employees in the PTD of the State Government.**

## **5. Assignment of Government Pay Scales for Stagnation Grades in the APSRTC**

**06.49.** In the RPS-2017 the APSRTC introduced a scheme for grant of Stagnation Grade Scales to benefit those Officers who are affected due to delay in getting regular promotion. The scheme envisaged that

- (a) JSOs, after completion of 9/18 years of continuous service in that cadre, which counts for increments, shall be placed in the Stagnation Grade Scale no. 95/92 respectively duly allowing one notional increment in the existing scale;
- (b) SSOs, after completion of 9/18 years of continuous service in that cadre, which counts for increments, shall be placed in the Stagnation Grade Scale no. 96/93 respectively duly allowing one notional increment in the existing scale;
- (c) HoDs, after completion of 25 years of continuous service in that cadre, which counts for increments, shall be placed in the Stagnation Grade Scale no. 97 duly allowing one notional increment in the existing scale.

**06.50.** A parallel scheme for conferment of Stagnation/Special Grade Scale was devised newly for all the Class II, III and IV categories also stipulating that

- (i) They will slide to the immediately next higher scale after completing 9/18 years of continuous service which counts for increments;
- (ii) Conductors, Mechanics, Tyre Mechanics, Artisans and Drivers in Gr-II will be entitled for elevation, by way of selection as per specified percentages, to their respective Grade-I scales as fixed in the RPS-2017.

**06.51. In order to fix the pay of such of the employees, who are enjoying APSRTC Stagnation Grade pay scales, in the RPS-2018 pay scales being proposed by this Commission, we stipulate the following:**

- (a) **For the purpose of pay fixation all employees, who are in the 9-year Stagnation Grade pay scale, may be assigned the Special Grade Post Scale (under the Automatic Advancement Scheme-AAS)**

**corresponding to the RPS-2018 scale assigned by this Commission to the basic post held by the employee;**

- (b) For the purpose of pay fixation all employees, who are in the 18-year Stagnation Grade pay scale, may be assigned the Special Promotion Post Scale I-B/ Special Adhoc Promotion Post Scale I-B (under the AAS) corresponding to the RPS-2018 scale assigned by this Commission to the basic post held by the employee;**
- (c) In respect of RMs/HoDs, if any, in the 25-year Stagnation Grade pay scale no. 97 (HoD-25) the pay fixation shall be in the corresponding RPS-2018 pay scale of ₹.94500-170580 (Grade-28) only since the benefit of Automatic Advancement Scheme for Government employees would be applicable to employees holding posts up to Grade-25 (₹.76730-162780) only in the RPS-2018.**

**(Note: We are however given to understand by the PTD that there is no employee in this pay scale at present)**

**CHAPTER-7**  
**METHOD OF FIXATION OF PAY OF THE PTD EMPLOYEES**  
**IN THE REVISED PAY SCALES**

**07.01.** In respect of all the Government employees (other than those of the PTD) the Commission has already recommended, in Vol-I of its Report, the formula for fixation of pay in the Revised Pay Scales with effect from 01-07-2018. For the purpose of reference it is worth reproducing the same here:

- a) *The existing Basic Pay in the pre-revised scales may be taken into account;*
- b) *Dearness Allowance admissible as on 01.07.2018 (as per AICPIN figures) may be calculated @ 30.392% on (a) above;*
- c) *A fitment benefit of 27 % of (a) above may be arrived at;*
- d) *The revised basic pay in the new pay-scale applicable to the post shall be fixed at the stage next above the figure arrived at after adding (a), (b) and (c) above or alternatively by multiplying the figure at (a) above by a fitment factor of 1.57392;*
- e) *If an employee's pay, when fixed as above, falls short of the minimum in the relevant revised pay scale, it shall be fixed at the minimum of the scale.*
- f) *If the amount so fixed exceeds the maximum of the appropriate revised scale, the difference shall be treated as personal pay and should be absorbed in future pay increases or in stagnation increments (maximum five) sanctioned, if any.*

**07.02.** In respect of the Government employees the effective date for the last (10<sup>th</sup>) Pay Revision, prior to the current (11<sup>th</sup>) Revision, was 01-07-2013.

**07.03.** In the case of APSRTC employees the last two Pay Revisions had taken place on 01-04-2013 and 01-04-2017. The pay fixation methodology adopted by the APSRTC in the 2017 RPS was as follows:

**07.04.** The Components from (a) to (c) below were to be added and rounded off to the next rupee to arrive at the existing emoluments for fitment in RPS-2017

- a) Basic Pay as on 01-04-2017 (including Personal Pay but excluding Family Planning Increments and Grade Pay)
- b) 25% of Basic Pay (excluding Family Planning Increments and Grade Pay) as Fitment Benefit
- c) D.A. as on 01-01-2017 (on Basic Pay + Personal Pay + Family Planning Increment + Graduate Increments, if any) duly rounding off to the nearest rupee

**07.05.** The revised pay was fixed in RPS-2017 at the next immediate stage above the amount so arrived at by adding the above three components. If the pay so computed exceeded the maximum of the scale in RPS-2017, the pay was fixed at the appropriate stage by extending the scale of pay @ last increment of that cadre in RPS-2017.

**07.06.** Now the APSRTC employees have been absorbed in the PTD of the State Government with effect from 01-01-2020 only. As such their pay has to be re-fixed in the newly assigned (RPS-2018) Government pay scales with effect from that date(01-01-2020) only.

### **Request of the employees**

**07.07.** We have received several representations from the various Employees' Associations regarding the methodology to be adopted for pay fixation. Some of the prominent ones are as follows:

- a) To first identify equivalent pay grades in the State Government RPS-2013 in the Transport Department against each RPS-2013 of APSRTC. In the pay scales so identified service weightage should be given by allowing increments equal to the number of years of service in the concerned cadre. Based on this, the pay should be again re-fixed in Government's RPS-2018;
- b) The quantum of fitment benefit (in % terms) should be fixed at the same rate as that awarded by the 11<sup>th</sup> PRC to the other Government employees in the RPS-2018 but it should accrue with effect from 01-04-2017 i.e., the date of implementation of the last (2017) RPS in the APSRTC;
- c) For the purposes of pay fixation, rise in Dearness Allowance from 01-04-2017 (effective date of RPS-2017 of APSRTC) to 01-07-2018 (effective date of RPS-2018 in the Government), amounting to 4.7%, should be merged in the Basic Pay;
- d) Additional fitment benefit, over and above that granted to the other Government employees, should be recommended for the PTD employees since the next pay revision for the latter would now take place on 01-07-2023 instead of 01-04-2021 which would have happened if they had continued in the APSRTC. It is suggested that this notional loss of two years owing to late pay revision should be compensated for by way of loading an exclusive special fitment benefit calculated at [fitment benefit (%) allowed on 01-07-2018] x 2/5;
- e) The existing gross emoluments must be protected;
- f) Accumulated shortfall of 19% in fitment benefits over the last several pay fixations should be made good.



## Views of the Commission

**07.08.** Our views seriatim on the above issues are as follows:

- a) We find no cogent reason to first draw equivalence between the two sets of pay scales in 2013 and then proceed for pay fixation in the RPS-2018. Firstly, from a practical sense, it would be very difficult to trace and scrutinise the service history of every employee from 2013 till 2018 to examine service continuity, loss of pay, leave without pay, increment sanction, promotion, award of stagnation grade, change in service category, punishment due to disciplinary action etc. during the intervening period and re-fix the pay in the new scale at every stage. Secondly, the pay and allowances and other service conditions/benefits together form a composite package of compensation available to an employee in any service and therefore changing only the APSRTC pay scales to those applicable for Government employees in 2013, without reviewing the allowances and other benefits, has no logic;
- b) The pay fixation exercise must be fair and non-discriminatory to all sections of employees. Our attempt therefore is to integrate the PTD employees with those of the other Government departments by extending similar pay and allowances structure as well as other service benefits to all section of employees. Hence the same fitment benefits should accrue to every employee from the same date i.e., in this case from 01-07-2018;
- c) We fully agree with this request and have included it in our recommendations;
- d) We are of the view that the concern of the PTD employees on this count would be adequately addressed by bringing them on the same platform as that of the other Government employees. This we intend to ensure by recommending that their pay be first fixed as on 01-07-2018 (reference date for 11<sup>th</sup> PRC) by allowing them the same fitment benefit (%) as that for the other Government employees and by merging the entire Dearness Allowance component, as on the said reference date, with Basic Pay. They would thus realise two sets of pay fixation benefits (stepping up) in quick succession- i.e. once on 01-04-2017 and again on 01-07-2018. Moreover, once the former APSRTC employees become part of the Government establishment and enjoy the concomitant benefits of Government service, pecuniary and otherwise, it would be reasonable for them to accept the frequency of pay revisions in the new set-up. Bestowing a special set of benefits on a segment of employees would be negation of the principle of fairness and justice and hence we cannot persuade ourselves to agree with this suggestion;

- e) This is a legitimate suggestion and we accept it;
- f) There seems to be no justification in this request. The Pay, Allowances, Perquisites, Incentives and other service benefits constitute a composite package of compensation for the employees and only one element out of it, namely fitment benefit, cannot be isolated and parity sought with the Govt employees who have received totally different sets of packages over the previous Pay Revisions.

**(a) Pay fixation for PTD employees who are in service prior to 01-07-2018**

**07.09.** We recommend doing this in two steps as follows:

**Step-I:Notional pay fixation in RPS-2018 as on 01-07-2018**

Since the RPS-2018 for the State Government employees would be effective from 01-07-2018, for the sake of parity, in the first step the pay of the PTD employees have to be notionally fixed in the RPS-2018 as on 01-07-2018. For this purpose it is to be noted that there was a small gap of only three months between the effective dates of the 2013 Pay Revisions for the State Government and the APSRTC employees. However there would be no pecuniary disadvantage to the PTD employees on this count as it would be more than compensated for due to the additional stepping up benefit accruing to them for the purpose of the fresh pay fixation on 01-07-2018. We are therefore of the view that it would be fair to equalise the fitment benefits (27%) that should accrue as on 01-07-2018 in both the cases so as to bring the two streams of employees on equal footing. Accordingly we recommend the following principle for notional pay fixation of PTD employees in the RPS-2018:

- a) In respect of APSRTC employees, who are in employment from a date prior to 01-07-2018, the Basic Pay as on 01-07-2018 in the APSRTC RPS-2017 may be taken into account;
- b) Dearness Allowance admissible as on 01.07.2018 (as per AICPIN figures) may be calculated @ 4.7% on (a) above;
- c) A fitment benefit of 1.6 % of (a) above may be arrived at [since (a) above already embeds in it 25% of fitment over the Basic Pay in APSRTC RPS-2013 and 1.6% of 125 = 2];
- d) The revised basic pay applicable to the post in the State Government RPS-2018 shall be fixed at the stage next above the figure arrived at after adding (a), (b) and (c) above or alternatively by multiplying the figure at (a) above by a fitment factor of 1.063;
- e) If an employee's pay, when fixed as above, falls short of the minimum in the relevant revised pay scale, it shall be fixed at the minimum of the scale.

- f) If the amount so fixed exceeds the maximum of the appropriate revised scale, the difference shall be treated as personal pay and should be absorbed in future pay increases including due to sanction of stagnation increments (maximum five), if any.

**Step-II: Pay fixation in RPS-2018 as on 01-01-2020**

Based on the notional pay (as on 01-07-2018) arrived at in Step-I, the basic pay of the employee shall be re-fixed, in the RPS-2018, as on 01-01-2020, after adding the annual increments, pay fixation benefit due to regular promotion, benefit arising out of award of Stagnation Grade Scale etc or similarly after reducing the basic pay to a lower stage in the time scale due to imposition of punishment in a disciplinary action, if any, etc. between 01-07-2018 and 01-01-2020.

**(a) Pay fixation for PTD employees who joined service after 01-07-2018**

In respect of APSRTC employees, who joined service between 01-07-2018 and 01-01-2020, firstly the pay as on the date of joining shall be fixed notionally in the applicable Pay Scale of RPS-2018. To this notional pay annual increment, if any, fallen due up to 01-01-2020 may be added to arrive at the pay as on 01-01-2020.

**Illustration:**

- (1) 'A' is a Deputy Superintendent (P) drawing Basic Pay of ₹.33830 in the 2017-RPS of ₹.27650-92360 (APSRTC Scale no.3) as on 01-07-2018. He draws a D.A. @4.7% of Basic Pay. His date of increment is 1<sup>st</sup> May.

<b>Step-I:</b> Basic Pay	33830
D.A. @ 4.7%	1590
Fitment Benefit @1.6%	<u>541</u>
Total	<u>35961</u>

The corresponding pay scale assigned in the RPS-2018 is ₹.40970-124380 (Pay Grade-16). The figure of ₹.35961 is below the minimum of the corresponding RPS-2018 scale. Hence the notional pay as on 01-07-2018 shall be fixed at ₹.40970.

**Step-II:** 'A' is entitled to one annual increment on 01-05-2019. Hence his pay as on that date shall be notionally raised to the next stage in Pay Grade-16 i.e. to ₹.42140. Hence his pay shall be fixed at the stage ₹.42140 in Pay Grade-16 as on 01-01-2020.

- (2) 'B' is an Assistant Manager (T) drawing Basic Pay of ₹.51820 in the 2017-RPS of ₹.41140-137500 (Scale no.1) as on 01-07-2018. He draws a D.A. @4.7% of Basic Pay. His date of increment is 1<sup>st</sup> April. He has been benefitted by award of 9-year Stagnation Grade Scale on 01-04-2019.

<b>Step-I:</b> Basic Pay	51820
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D.A. @ 4.7%	2436
Fitment Benefit @1.6%	<u>829</u>
Total	<u>55085</u>

The corresponding pay scale assigned to the Assistant Manager (T) in the RPS-2018 is ₹.48440-137220 (Pay Grade-19). The stage next above the figure ₹.55085 in the corresponding RPS-2018 is ₹.55520. Hence the notional pay as on 01-07-2018 shall be fixed at ₹.55520

**Step-II: 'B'** is entitled to one annual increment on 01-04-2019. Hence his pay as on that date shall be notionally raised to the next stage in Pay Grade-19 i.e. to ₹.57100. Again, 'B' has benefitted from the 9-year Stagnation Grade Scale (Scale no.13) on 01-04-2019. The corresponding RPS-2018 pay scale is ₹.54060-140540 (Pay Grade-20). Hence his pay shall be re-fixed at the next stage in Pay Grade-20 i.e. at ₹.58680 as on 01-04-2019. The pay to be fixed as on 01-01-2020 would thus be ₹.58680.

- (3) 'C' joined as Conductor Gr-II on 05-11-2018 in the RPS-2017 pay scale of ₹.19580-65450 (Scale no.9) with the starting Basic Pay of ₹.19580. He received his annual increment on 01-11-2019.

In this case, first the pay of 'C' has to be notionally fixed on 05-11-2018 in the scale assigned to the Conductor Gr-II category in RPS-2018 i.e., ₹.25220-80910 (Grade-7). His pay is accordingly fixed in the next higher stage in the revised scale i.e. at ₹.25220. On the date of the next annual increment (01-11-2019) the basic pay goes up to ₹.25940 by adding one increment of ₹.720. Therefore as on 01-01-2020 his Basic Pay shall be ₹.25940.

### **Grade Pay**

**07.10.** In the APSRTC emolument structure Grade Pay for the Officers was introduced in the RPS-2009 and has been continued in the RPSs of 2013 and 2017. Grade Pay is also being treated as Pay for the purpose of drawing Dearness Allowance and House Rent Allowance. In the RPS-2017 Grade Pay has been allowed at the rate of ₹.15,000/12,000/8,000/5,500 per month in respect of the Class-I Super Scale (E.D.)/Special Scale (HOD/RM)/Senior Scale/Junior Scale. In respect of the employees in Class-II and III, Grade Pay has been in vogue even prior to the RPS-2017 for the categories of Assistant Manager, Superintendent and Deputy Superintendent and their equivalents in the Accounts, Personnel, Operations, Mechanical Engineering, Stores & Purchase, Civil Engineering, MIS and Vig. & Security Wings. Later, in the RPS-2017, the same has been extended with effect from the month of March, 2019 to the categories of Senior Assistant and Junior Assistant in the Accounts, Personnel, Stores & Purchase and MIS Wings and also to the categories of Routine Clerk, Record Tracer and Typist (Personnel Wing). In their cases Grade Pay is being reckoned as Pay for the purposes of calculation of DA, HRA, Encashment and Retirement benefits. The amounts being paid at present are as follows:

**Table-7.1**

<b>CATEGORY OF POST</b>	<b>AMOUNT (₹.)</b>
Assistant Manager/Assistant Engineer	2000
Superintendent/Section Officer	1500
Deputy Superintendent/ Deputy Section Officer	1000
Senior Assistant	600
Junior Assistant	500
Routine Clerk, Record Tracer and Typist	500

**07.11.** The PTD employees have requested for retention of Grade Pay, or in the alternative, its merger with the Basic Pay.

**07.12.** The concept of Pay Band and Pay Grade was introduced by the 6<sup>th</sup> Central Pay Commission with effect from 01-01-2016 as a fitment benefit but it also served as a level differentiator within a pay band. However it was done away with in the 7<sup>th</sup> CPC by subsuming it in the Pay. In the State Government the concept of Grade Pay has not found favour with the Employees' Associations or the successive PRCs after the introduction of Master Scale in the RPS-1993. The Master Scale has provided simplicity and easy adaptability. It also provides great degree of equity across different levels of employees since all the pay scales assigned to the different categories of employees are but segments of a single long ladder of pay stages and therefore the increment earned after reaching certain stage of the Master Scale is the same irrespective of the category of employee.

**07.13.** In the APSRTC, Grade Pay has been in addition to fixation benefit on par with the Government employees and with upward revisions in the three Pay Revisions from 2009. It is also observed from the figures of Grade Pay being permitted to the different ranks of employees in the APSRTC that the same are not rationally spaced across various levels of employees. For example, it is not clear as to why the Junior Assistant, Typist, Routine Clerk and Record Tracer should all get the same quantum of Grade Pay despite having three different pay scales. Similarly, the spacings in Grade Pays for the categories of Assistant Manager/Assistant Engineer upwards up to the rank of Executive Director seems to be disproportionately uneven and asymmetrically loaded in favour of the higher ranks.

**07.14.** In our view the element of Grade Pay is not compatible with the concept of Master Scale, with the introduction of which the Grade Pay may be assumed to have been merged with the Basic Pay. The Commission therefore recommends the abolition of Grade Pay in respect of the PTD employees in the interest of proper integration of PTD employees with the other employees of the Government.

## **CHAPTER-8**

### **ALLOWANCES, SPECIAL PAY, PERQUISITES AND INCENTIVES**

**08.01.** At the cost of repetition it is worth mentioning that the basic purpose of including various Allowances in the pay packet of employees are mainly four fold, namely

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

**08.02.** In the APSRTC various categories of PTD employees were being paid duty based and location based allowances and productivity/performance linked incentives. Some perquisites were also being enjoyed by certain categories of employees.

**08.03.** The Employees' Associations have requested for retention of all the existing allowances and incentives. The Commission's approach is to examine all the subsisting allowances of APSRTC on the above mentioned touchstones and recommend only those which deserve continuance. Such of the allowances which have no rational nexus with any of the objectives mentioned above do not merit further continuance as they distort the basic emolument structure and cause heart burn among co-employees of other departments. Discharge of normal duties which are not associated with any special element of risk or do not involve performance of arduous tasks or extra responsibilities should not ordinarily attract any Special Allowance/Special Pay. We have also attempted to maintain parity in admissibility and quantum of allowances between the PTD and other Government employees performing similar nature of duties. Viewed from these perspectives we now proceed to discuss the various allowances, special pays, perquisites and incentives.

**08.04.** It would be appropriate to mention here that only such of the allowances/specialpays/perquisites/incentives, which we specifically recommend here, would be applicable to the PTD employees and that the allowances and special pays recommended for other Government employees in Chapters 7 and 8 of Volume-I of our Report would not be automatically applicable to the PTD employees unless the same are recommended hereinbelow.

## Major Allowances:

### 1. Dearness Allowance (DA)

**08.05.** The following are the requests of employees in this regard.

- (i) A request has been received from the Officers' Association to allow, as a special case, drawal of DA and HRA on Personal Pay stating that the Secretaries Committee has recommended the same.
- (ii) There is another request from the Employees' Associations to permit drawal of DA on Grade Pay, Family Planning Increment and Graduation Pay.

#### Commission's views

- (i) To a query raised by us, the PTD has stated that Personal Pay (PP) was in vogue up to RPS-2013 for the purpose of addressing pay anomalies i.e., to equalize the Gross Pay of employees of the same cadre and similar length of service getting different pay fixations for various reasons. Those, who received lesser fitment advantage compared to the others, were equalised in terms of Gross Pay by keeping the difference of fitment advantage as Personal Pay. However, from the RPS-2017, Personal Pay has been discontinued by merging it in the Basic Pay to arrive at the revised pay. It is also to be noted that in respect of all Government employees DA, HRA and CCA are applicable only on 'Pay' as defined in F.R.9(21)(a)(i) i.e. 'Basic Pay'. **As such the request to allow drawal of these allowances on Personal Pay is not permissible.**
- (ii) Coming to the second request, we are of the view that DA is paid with a view to compensate for the erosion of pay received by an employee on account of price rise. Grade Pay is allowed as a measure of level differentiator among various classes of employees. Family Planning Increment and Graduation Increment are in the nature of specific purpose incentives intended to encourage the employees to achieve certain desirable objectives. They are not part of the basic pay structure. Moreover sanction of fresh Family Planning and Graduation Increments have been abandoned long ago in the Government and relatively recently in the APSRTC. Also, the Commission has recommended above for the abolition of Grade Pay for the PTD employees. **In view of this we are not in a position to recommend for acceptance of these requests.**

**08.06.** We have already recommended in Chapter-7, Volume-I of our Report that the future releases of Dearness Allowance after 1.7.2018 should be in tandem with declaration of Dearness Allowance instalments by the Government of India by following the conversion factor of 0.91 i.e. for every 1% rise in the Dearness Allowance announced

by the Central Government for its employees after 01-07-2018, i.e. from 01-01-2019, the State Government should enhance the same by 0.91%.

**08.07. In respect of the PTD employees we recommend that their Dearness Allowance with effect from 01-01-2020 (date of absorption) shall be the same as the Dearness Allowance fixed by the State Government for all its employees following the prescription in the preceding para.**

**1. House Rent Allowance (HRA)**

**08.08. At present the APSRTC employees have been drawing HRA at the same rates (% of Basic Pay) as those applicable to the Government employees. However the maximum limit of HRA allowed for Officers has been fixed at higher levels of ₹.25,000/- (₹.15,000/- for Government employees) and ₹.35,000/- (₹.20,000/- for Government employees) for the 20% and 30% slabs respectively. This Commission has already recommended the revised HRA Slabs (in terms of percentages of Basic Pay and maximum limits) under RPS-2018 based on the population figure/ District Head Quarters town status of the place of work. HRA has also been recommended separately in respect of employees who had to migrate from Hyderabad on shifting of the State Capital. The same rates are recommended for application to the PTD employees also with effect from 01-01-2020. In addition, it is recommended that the PTD employees, whose work stations have been fixed at Hyderabad, Bengaluru and Chennai, shall also be eligible to draw HRA @ 30% of Basic Pay subject to a maximum of ₹.26,000/- per month.**

**2. City Compensatory Allowance (CCA)**

**08.09. In the RPS-2017 the APSRTC has adopted for its employees the same rates of CCA as admissible to the Government employees. We recommend that with effect from 01-01-2020 also the RPS-2018 CCA rates recommended by this Commission, for Government employees, in Volume-I of its report may be made applicable in respect of the PTD employees working in Visakhapatnam, Vijayawada and 14 other Municipal Corporations listed therein by us. In addition, the PTD employees head quartered in Greater Hyderabad, Chennai and Bengaluru Municipal Corporations may be allowed the following revised rates of CCA.**



**Table-8.1**

Pay Range		Greater Hyderabad, Chennai and Bengaluru Municipal Corporations (₹.)	
Existing	Revised	Existing	Revised
Pay Up to ₹.16,400	<b>Pay up to ₹.25220</b>	400	<b>550</b>
Pay above ₹.16400 and upto ₹.28940	<b>Pay above ₹.25220 and upto ₹.44570</b>	600	<b>850</b>
Pay above ₹.28940 and upto ₹.37100	<b>Pay above ₹.44570 and upto ₹.57100</b>	700	<b>1000</b>
Pay above ₹.37100	<b>Pay above ₹.57100</b>	1000	<b>1400</b>

**Other Allowances:**

**08.10.** The Special Allowances being paid by the APSRTC in term of its RPS-2017 and our recommendations regarding their continuance or otherwise with effect from 01-01-2020 are given below:

**(1) Recommendation regarding Allowances applicable in RPS-2017 to Class-II, III and IV employees of APSRTC**

**(a) Bus (H.V.) Divers and Conductors**

**Table-8.2**

Sl. No	Allowance				
1	<b>Day out Allowance:</b> This allowance is paid to the drivers performing duties which conclude by about 14 Hours in the morning (first) shift and by 22 Hours in the second shift. It has been in vogue for a long period and is meant to meet the cost of beverages/light snacks of the bus crew during their travel on duty.				
i)	All AC/Sup.Luxury/U.Deluxe/Exp. (Except all city Spl. Type)	<b>Category payable</b>	<b>Existing (RPS-2017) Rates</b>		<b>Recommendations</b>
	200 KMs and above	Drivers& Conductors	20	per duty	<b>It is in the nature of FTA. May be continued</b>
ii)	District Ordinary services				
	150 KMs and above	Drivers& Conductors	20	per duty	
iii)	City/Town services including AC buses				
	101 KMs and above	Drivers& Conductors	20	per duty	
2	<b>Night Driving Allowance - special type only-</b> The allowance is paid to the drivers performing driving duty throughout the night from start of the trip to closure of the journey at the destination by next day morning. The Department has informed that the minimum distance travelled criterion for this allowance is 200 Kms. The allowance is meant to compensate for the arduous nature of duty involved.				
a)	240 Kms and below	Drivers	20	per duty	<b>May be continued with the modification that the first slab at (a) in col (2) should read '200 Km and above up to 240 Km'</b>
b)	241 Kms and above		45		
c)	241 Kms and above	Conductors	25		

3	<b>Steering Allowance</b> to City Bus Drivers at Visakhapatnam/ Vijayawada	Drivers	300	per month	<b>Duty involves extra stress of driving through dense city traffic. May be continued</b>
4	<b>Standing Allowance</b> to City Bus Conductors at Visakhapatnam/ Vijayawada	Conductors	300	per month	<b>Involves work of arduous nature. Hence may be continued.</b>
5	<b>TirumalaTirupathiGhat Road Battato Drivers</b>			Trip wise	
a)	<b>1st Trip</b>	Drivers	15	1 trip	<b>In view of the arduous driving conditions on ghat roads this allowance may be continued</b>
b)	<b>2nd Trip (including 1st Trip)</b>		25	2 trips	
c)	<b>3rd Trip (including 1st and 2nd Trips)</b>		40	3 trips	
d)	<b>TirumalaTirupathiGhat Road Batta</b>	Conductors	20	per duty	<b>There is no justification. May be discontinued.</b>
6	<b>Allowance to Crew performing duty on Inter-State Bus Servicesto Chennai &amp;Benguluru Routes only</b>	Drivers	120	per duty	<b>Paid to the Drivers performing interstate service duties, irrespective of day duty or night duty, to meet their personal expenses at Chennai and Bengaluru,as they have to wait for considerable duration to start their return journey to parent depot. May be continued.</b>

**08.11.** In view of the specific allowances, as detailed above, recommended for the H.V. Drivers in PTD, the Special Pay recommended for all the Drivers in Chapter-8, Vol-I of our Report in respect of Government Departments shall not be applicable in the case of PTD bus Drivers drawing the above mentioned allowance(s).

**(b) L.V.Drivers:**

**08.12.** At present the L.V. Drivers in PTD are getting two types of allowances, namely,

1. L.V. Drivers working on squads @ ₹.14 per duty and
2. Special Compensatory Allowance to L.V. Drivers (excluding squads) for performing duty beyond 8 hours @ ₹.900/- per month.

**08.13.** We recommend that the above two allowances may be abolished and in lieu thereof all the L.V. Drivers in the PTD may be permitted Special Pay @ ₹.650/- per month on par with that recommended by us for the L.V. Drivers in other Government Departments (Ref: Chapter 8, Vol-I of Report)

(c) Other categories of employees

Table-8.3

Sl. No	Allowance	To whom payable	Existing RPS-2017 Rates		Recommendations
1	<b>Travelling Allowance (TA) on duty</b>				<b>The entitlement of Travelling Allowance and rates of Daily Allowance may be as recommended for different categories of Government employees in Chapter-7 of Vol-I</b>
a)	All Class-III & IV employees		90	per day	
b)	i) Dy. Supdt. & Equivalent Cadres	Class-II Supervisors	250	per day	
	ii) Supdt.& Equivalent Cadres		315		
	iii) A.M.& Equivalent Cadres		375		
2	<b>Pilgrimage Allowance</b> Staff working in depots/NoUs located at pilgrimage places of Srisailam, Srikalahasti, Alipiri, Mangalam, Tirupathi, Tirumala and Simhachalam	All Class-II, III and IV employees	200	per month	<b>The ostensible reason for this allowance is that it is meant to meet the additional cost of living in pilgrim centres. Such an allowance is not admissible to other Government Dept. employees working at the specified pilgrim centres. There is no justification for granting this allowance. Hence may be discontinued.</b>
3	<b>Squad Allowance</b> to All Ticket Checking officials		450	per month	<b>This allowance is like FTA and meant to meet the cost of touring outside H.Qrs on squad duty. May be continued</b>
4	<b>Dak Bungalow Allowance</b> to all Ticket Checking Officials and squad Jeep Drivers		75	per day	<b>May be continued</b>
5	<b>Rest Room Allowance</b> to DGT staff coming to Vijayawada on duty		70	per duty	<b>May be continued</b>
6	<b>Foot Wear Allowance</b>				
	Mechanical staff working in NoUs; Traffic staff of ADC/ Controller/ DC/ TI-III, CED Staff		300	per annum	<b>May be continued</b>
7.	<b>Shoe allowance</b>				
	a) All Supervisors of Traffic, CED;		360	per annum	<b>May be continued</b>
	b) All Depot garage staff, all MED supervisors of Depots and NoUs		450	per annum	<b>May be continued</b>
8.	<b>Uniform Stitching Charges to whom Terry Cotton Uniform is supplied.</b>	Male	200	per set per annum	<b>The revised quantum (₹.350/- per pair per annum for male employees and ₹.100/- per blouse in respect of women employees) of Stitching Charges may be paid as per the recommendations given at Chapter-7 of Vol-I.</b>
		Female	100		

9	<b>Soap Allowance</b> - Depot garage/workshop/ TRS/ Stores/Hospital staff - Class III & IV		50	per annum	The sum granted is paltry. The Corporation should provide detergent/soap at the required work places. This allowance should be discontinued.
10	<b>Health Allowance</b>		200	per month	May be continued
11	<b>Night Shift Allowance</b> Mechanical/Security/ Hospital (Staff and Supervisors) and ADCs/Controllers	performing night duty	40	per night	May be continued and increased to ₹.50/- per night on par with other Govt. employees (Ch-7 of Vol-I). Claim to be based on certificate issued by the Drawing Officer.
12	<b>Washing allowance:</b> Employees provided with uniform are only eligible		100	per month	May be continued at the same rate as applicable to other eligible Government employees i.e. ₹.200/- p.m. (Ch-7 of Vol-I)
13	<b>Pen Allowance:</b> a. Clerical Staff of AD, PD, MIS, SPD Security and ASOs in CED b. Work Inspector (Tech. & Non-Tech), Tracers in CED and TTI/TI-III/DC/ADC		700	per annum	It is stated by the Dept. that this allowance is meant for meeting expenditure on stationery items, stamp pads, paper clips etc. There is no justification for this allowance as these items have to be provided by the office. Also no such allowance is payable to similar categories of other Government employees. Hence may be discontinued

14	<b>Special Allowance to</b>				
	a) Depot Clerk I/c Earning Section		500	per month	This Allowance seems to have no justification. The risk involved in handling cash is separately compensated for by granting Risk Allowance. Hence it may be abolished.
	b) Clerical Staff of AD/PD/SPD (Viz., SAs/Jas/ RCs/ RTs/ Stenos/Typists) ₹.500 p.a + Upkeep ₹. 1000 p.a. + Clerical allowance ₹.200/- p.m. merged		350	Per month	There is neither any justification for this allowance nor any parallel in other Government Departments. Hence may be discontinued.
	c) All Staff and supervisors working at Bangalore and Chennai points.		1500	Per month	These staff are entitled to HRA and CCA at higher rates. Hence this Special Allowance may be discontinued.
	d) Crew working in Vijayawada and Visakhapatnam city depots	Drivers and conductors	200	per month	
e) All Typists		150	per month	All Typists may be permitted to draw Special Pay at rates specified for this category in the Government Departments (refer to Chapter 8, Vol-I)	
f) All Depot garage Staff excluding Class-II Supervisors				The Dept has informed that this allowance is meant to encourage concerned staff to subscribe to learning platforms to update their skill/knowledge about changing automobile technologies etc.	
i. Asst. Mech./Dy. Mech.: Technical Allowance of ₹.200 p.m. is merged	Asst. Mech./ Dy. Mech.	425	per month	The reasoning advanced is notconvincing. Upgradation of knowledge of the categories receiving this allowance has to be through periodic hands-on refresher technicaltraining. Moreover there is no similar allowance for the Workshop staff in Govt. Polytechnics/ITIs. Hence this allowance is recommended for abolition.	
ii. LH/ Mech./ Artisan	LH/Mech./Artisan	525	per month		
g) <b>Standing Allowance</b> : NoUs only	Staff working in FIP, Machine shop	200	per month	May be continued in view of the strenuous working conditions of such staff	
h) Audit Staff and supervisors on tours outside Head Quarters (DakBunglow Allowance)		100	per day	Allowance meant for meeting additional expenses during tours. May be continued.	

	i) <b>Agency Allowance</b> to employees of	All Class-I,II,III,IV employees			In lieu of Agency Allowance we recommend that the PTD staff working in <u>Scheduled Agency</u> are <u>only</u> be granted Special Compensatory Allowance at rates now recommended to other Government staff vide Chapter-7 of Vol-I of our Report
	a. Paderu depot		200	per month	
	b. Narsipatnam depot		125	per month	
15	<b>Upkeep Allowance</b> to Security staff		500	per month	May be continued, but at the rate applicable to eligible staff in Uniformed Services in Government i.e. ₹.200/- p.m. (vide Ch-7 of Vol-I)
16	<b>Heat Allowance:</b> All Staff working at Electrical Chambers of TRS Black Smith, Tin Smith, Welder in Depots and Workshops		200	per month	Involves arduous working conditions. Hence may be continued
17	<b>Pollution Allowance</b> to Employees working in Bus Stations	PNBS, TPT, KRNL, GNT, DBS	250	per month	There is no parallel in the Government. Pollution protection masks/ gloves may be provided by the PTD/APSRTC. May be discontinued.
18	i) <b>Risk Allowance</b> to all Senior Asst(Mat)/Junior Asst(Mat) working in Zonal/Regional stores and Central Stores	Senior Asst. (Material)	200	per month	Stores can be guarded by the Security staff and may also be insured. There is no justification for this allowance. May be discontinued.
		Junior Asst (Material)	175		
		Stores Attendant	150		
	ii) DC Cash, Earnings & Oils	DC Earnings & Oils	1000	per month	The Dept. has informed that no post of D.C. (Cash) is being operated now and hence Risk Allowance for that post may be dispensed with. In respect of D.C. (Earnings) and D.C. (Oil), who have to handle lot of cash receipts and Oil supplies respectively, which involve some degree of risk, Risk Allowance may be continued but at a rate of ₹.400/- p.m. on par with the quantum of Double Lock Key Allowance recommended for Treasuries & Accounts Dept. employees of Govt. in Chapte-7 of Vol-I.
	iii) Staff working in Pay office, Central Despatch at Head Office	Junior Asst./Record Clerk/ Record Tracer	150	per month	The Dept has informed that the Pay Offices are no longer functioning as there is no physical disbursement of cash. Similarly, the Central Despatch is being operated through outsourced staff. Hence the question of grant of Risk Allowance for these posts does not arise. As such this Allowance may be abolished.

**2. Recommendation regarding Allowances applicable in RPS-2017 to Supervisors and Staff (Class-II, III and IV) of APSRTC Medical Wing**

**08.14.**At present monthly allowances indicated below are being paid to various categories of employees of the Medical Wing:

**Table-8.4**

<b>Sl No.</b>	<b>DESIGNATION</b>	<b>Existing Allowances per month (₹.)</b>
1	Nursing Supt	2000
2	Head Staff Nurse	2000
3	Physiotherapist	2000
4	Staff Nurse	2000
5	ANM	2000
6	Lab. Technician	1500
7	Radiographer	1300
8	Pharmacist	1100
9	ECG Technician	800
10	Dark Room Assistant	800
11	LAB Assistant	800
12	Ward Boy/Girl	800
13	Male/Female Nursing Orderly	800

**08.15.** As can be seen from above, this designation based allowance is being paid to all categories of Class-II, III and IV employees in the Medical Wing without specifying any underlying specific reason for the grant of the additional compensation. There is no such allowance in the HM & FW Department of the State Government or in fact in any other Department of the Government. Hence the Commission recommends for their abolition.

**08.16.** However, in lieu of the above, the following allowances, which are being recommended (vide Chapter-7, Vol-I of Report) by this Commission to specific categories of employees mentioned below, in the HM & FW Department, may be extended to the same categories in the PTD- Medical Wing also:

**Table-8.5**

<b>Type of Allowance</b>	<b>Categories of Employees</b>	<b>Allowance</b>
1. Uniform Allowance	Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, MNO/FNO, Any other staff, if officially required to wear Uniform or Apron (in Laboratories/ Dispensaries/Hospitalsetc.)	@Rates as indicated in Chapter 7 of Vol-I

2. Uniform Maintenance Allowance	-----Do-----	₹.200/- per month
3. Ration Allowance	Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, Radiographer, Dark Room Assistant	@Rates as indicated in Chapter 7 of Vol-I
4. Risk Allowance	Lab Technician (Gr-I & II), Lab Assistant, Head Staff Nurse, Staff Nurse, Radiographer, Dark Room Assistant	@Rates as indicated in Chapter-7 of Vol-I
5. Night Duty Allowance	Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, Radiographer, Dark Room Assistant, Pharmacist (Gr-I & II), MNO/FNO	₹.50 per night based on certificate to be furnished by the Drawing Officer that he/she actually performed night duties
6. Theatre Allowance	Head Staff Nurse, Staff Nurse on Operation Theatre duty	₹.200/- per month
7. Intensive Care Unit Allowance	Head Staff Nurse	₹.150/- per month
	Staff Nurse	₹.100/- per month
	MNO/FNO	₹.50/- per month
8. Clerical Allowance	Pharmacists (Gr-I & II)	₹.180/- per month

**(3) Recommendation regarding Allowances applicable in RPS-2017 to Peshi and Supervisors of APSRTC**

**Table-8.6**

Peshi and Supervisors Special Allowances – per month				
Sl. No	Type of Allowance	Category	Existing Amount ₹.	Recommendations
1	Peshi Allowance (to one PA only)	PA to Chairman, PA to VC&MD	1200	There is no such allowance in any other Government Department. The Peshi Allowance may therefore be abolished. In lieu of this, Special Pay @ ₹.400/- per month may be paid to the Personal Assistants to the Chairman, APSRTC and the Commissioner, PTD on par with similar provision in other Government establishments (see Ch-8, Vol-I).
		PA to Dir.(V&S) /EDs/ FA&CAO/ HODs/ RMS	1000	
2	Special Allowance to Supervisors and staff working in PD, Legal, Board	AM(P/T)	850	No specific justification has been given for grant of this allowance. Similar allowance is not there in other Government departments. Hence it may be discontinued. The Special Pay allowable to Typists has been already indicated under item-1 (c) above.
		Supdt.(P/T)	800	
		Dy.Supdt.(P/T)	750	
		SA(P)	600	
		JA(P)	500	
3	All Units and NoUs including HO	Typist/RC/RT	450	
		All Class-II Supervisors	550	



**(4) Recommendation regarding Allowances applicable in RPS-2017 to Supervisors (Dy. Superintendents, Superintendents and Assistant Managers) of all Wings of APSRTC.**

**Table-8.7**

Sl. No	Type of Allowance	To whom payable	Amount ₹.	Recommendations
1	Reimbursement of conveyance allowance	<p>A) Supervisors working at Depots</p> <p>i)AM(T)/AE(M)/ AM(Mat) 1200</p> <p>ii)AM(P)/AM(F)/CSI 900</p> <p>iii) Supdt(T)/(Mech)/(Mat) 900</p> <p>iv)Supdt(P)/(Fin)/Sis 600</p> <p>v)Dy.Supdt(T)/(Mech)/(Mat)/SSIs 600</p> <p>vi) Dy.Supdt(P)/(Fin) 450</p> <p>B) Supervisors working at NOUs</p> <p>i)AMs &amp; equivalent cadres 900</p> <p>ii) Supdts&amp;equivalent cadres 600</p> <p>iii)Dy.Supdts&amp; equivalent cadres 450</p>	(Per month)	<p><b>Vide Annexure III of Manual of Special Pay and Allowances, the holders of certain categories of posts are required to maintain a conveyance of their own i.e. Motor car/Motor Cycle/ Bicycle as these officials are required to travel in their jurisdiction for due discharge of their official duties. Such employees are allowed conveyance allowance at different rates. They are not eligible for T.A. &amp; D.A. as per A.P. T.A. Rules.</b></p> <p><b>Hence the PTD may finalise a list of such officials, if any, who need to be included in the above category, with sufficient justification in each case, and to whom official vehicle has not been provided, and obtain the approval of the Finance Dept.</b></p> <p><b>Only such Officials may be paid Conveyance Allowance at the rates recommended in Chapter-7 of Vol-I. Pending completion of this exercise, payment of the allowance should be stopped.</b></p>
2	Reimbursement of Refreshment allowance	<p>A) Supervisors working at Depots</p> <p>i)AM(T)/AE(M)/ AM(Mat) 750</p> <p>ii)AM(P)/AM(F)/CSI 600</p> <p>iii) Supdt(T)/(Mech)/(Mat) 600</p> <p>iv)Supdt(P)/(Fin)/SIs 450</p> <p>v)Dy.Supdt(T)/(Mech)/(Mat)/SSIs 450</p> <p>vi) Dy.Supdt(P)/(Fin) 300</p> <p>B) Supervisors working at NOUs</p> <p>i)AMs &amp; equivalent cadres 450</p> <p>ii) Supdts&amp;equivalent cadres 300</p> <p>iii)Dy.Supdts&amp; equivalent cadres 300</p>	(Per month)	<p><b>Such perquisite is not admissible in any other Govt. Dept. Hence may be discontinued.</b></p>

3	<b>Field Allowance</b>	A) Depots having above 80 sch i)Traffic/Mech/i/cs ii)AD/PD/SPD/ Security in-charges B) Depots having above 60 sch&Upto 80 sch i)Traffic/Mech/i/cs II)AD/PD/SPD/ Security in-charges C) Depots having less than 60 sch i)Traffic/Mech i/cs ii)AD/PD/SPD/ Security in-charges	(Per month) 1500 750  1200 600  700 400	It is stated by the Dept that this allowance is being paid as a measure of compensation for the stress of working at the Depot level and also for maintaining the family at a different location. Such allowance is not in vogue for the employees of any other Department working at the field level. Maintaining the family at a different location is not a tenable plea. Hence it may be discontinued.
4	<b>Brief Case Allowance (Once in two years)</b>	All Class-II Supervisors	1500	Such perquisite is not admissible in any other Govt. Dept. Hence may be discontinued.
5	<b>Stationery Allowance (Once in a year)</b>	All Class-II Supervisors	1500	Stationery items must be provided by the office. There is no justification for this allowance. Hence may be discontinued.

**(5) Recommendations regarding Allowances applicable in RPS-2017 to Officers of APSRTC.**

**Table-8.8**

<b>OFFICERS ALLOWANCES (₹.)</b>			
1	<b>Stress allowance to DMs/SSOs</b>	<b>Per month</b>	<b>Recommendations</b>
	Upto 60 Sch	4500	The APSRTC has been discharging this allowance on the ostensible ground that all the Depot Managers and certain Senior Scale Officers discharge a lot of responsibilities and are therefore working under stress. The reason is not convincing. There is no such allowance in any other Govt. Dept. Hence may be discontinued.
	61 to 100 Sch	6000	
	101 & Above	8000	
	Secy. to Chairperson/ VC&MD(SSO/JSO)	4200	
	WM (SSO)	6000	
	SLO(in case of non-opr. of CLO)	3750	
2	<b>Bio-hazard risk allowances</b> to all doctors	9000	No such allowance is admissible in the case of Doctors in the HM&FW Dept or ESI hospitals. Hence this may be discontinued
3	<b>Professional Development Allowances</b>		Such type of allowance is not admissible to the non-Doctors in the Govt. service. The Commission is not convinced about the justification for such an allowance. Hence it may be discontinued.
	EDs/FA&CAO/HODs/RMs	3750	
	SSOs/JSOs	3000	
4	<b>Night duty Allowance</b> to doctors (per 24 hours duty)	500 per day	In view of the admissibility of Emergency Health Care Allowance to the PTD Doctors, this allowance is not being recommended. Hence it may be abolished. The position is the same in respect of Doctors in HM&FW Dept also.

<b>5 Reimbursable Allowances</b>			
i)	Reimbursement of expenditure on refreshments	Maxm. limit per month	<b>No such perquisite is admissible to the Officers working in the other Govt. Departments. Hence it may be discontinued.</b>
	EDs/FA/CAO	3750	
	HODs/RMs	3450	
	SeniorScale Officers	3150	
	Junior Scale Officers	2250	
ii)	Reimbursement of conveyance expenditure (For all Officers who were not provided with Dept. Vehicle)	Maxm limit per month	<b>As has been mentioned above, the PTD may finalise a list of such officials, if any, who need to be included in the category of Officers required to maintain own vehicles, with sufficient justification in each case, and to whom official vehicle has not been provided, with the approval of the Finance Dept. Only such Officials may be paid Conveyance Allowance at the rates recommended in Chapter-7 of Vol-I. Other than the above, Senior Officers in the Government above a certain rank are being provided with Govt. vehicles or hired private vehicles based on the duties assigned to them. A similar system may be adopted in case of PTD Officers also following existing Govt. guidelines. Hence this Allowance may be regulated accordingly.</b>
	Senior Scale Officers	9750	
	DMs/Dy.EEs(Civil)	7500	
	JuniorScale Officers	6000	
iii)	Reimbursement of expenditure incurred for purchase of news papers, periodicals, journals	Maxm limit per month	<b>Purchase of newspapers shall be governed by the provisions of A.P. Financial Code. According to this, the Commissioner, PTD is entitled to purchase three news papers in English and one in Telugu and each <u>independent Head of Office</u> to one news paper in English and one in Telugu. Payment/ reimbursement of the cost of news papers in the above cases shall be governed by the provisions of G.O.Ms. No.46, Fin. (Budget.I) Dept dated 25-05-2020. The facility should be discontinued in respect of the other Officers.</b>
	EDs/FA&CAO	2000	
	HODs/RMs	1800	
	Senior Scale Officers	1500	
	Junior Scale Officers	1000	
<b>6</b>	<b>Cell Phone Expenditure (Once in three years)</b>	4000	<b>The existing facility may be dispensed with. Instead, the supply of mobile handsets and recurring charges on their usage may be regulated by the provisions of G.O.Rt.No.158 I.T. &amp; Communications Dept. dt.18-09-2012 and as modified from time to time.</b>
<b>7</b>	<b>Brief case Expenditure (Once in two years)</b>	5000	<b>No such perquisite is admissible to the Officers working in the other Govt. Departments. Hence it may be discontinued.</b>

8	Stationery Expenditure (once in a year)	6000	Stationery items must be provided by the office. There is no justification for this allowance. Hence may be discontinued.
9	Travelling and Daily Allowances	Per day	The entitlement of Travelling Allowance and rates of Daily Allowance should be as recommended for different categories of Government employees in Chapter-7 of Vol-I
	EDs/FA/CAO	1800	
	HODs/RMs	1500	
	Senior Scale Officers	1200	
	Junior Scale Officers	900	

### (6) Computer Allowance to Staff

Table-8.9

Sl.No	Category		Allowance per month ₹.		
			Supervisors	Staff	
1	a) System incharge	All Depots/NoUs/HO	0	500	
2	b) Back up incharge	All Depots/NoUs/HO	0	200	
3	c) Software modules	<b>Supervisors/</b>	<b>Staff/Users</b>		
		Oltas @ 1 per depot	Max. 12 per depot	300	200
		vemas @ 1 per depot	Max. 2 per depot	250	100
		stions @ 1 per depot	one per depot	200	100
		pms @ 1 per depot	one per depot	200	100
		factis @ 1 per depot	one per depot	200	100
		pay rolls @ 1 per Region/Zone	one per Region/Zone	200	100
		Accounts consolidation @ 1 per RO/ZO/HO	one per RO/ZO/HO	200	100
		OPRS @ 1 per each bus station	one per terminal/shift	200	150
		Olims @ 1 per ZS	one per terminal	200	100
		PF @ one at PF:HO	Max. 12	200	100
		Central MIS @ 1 at HO	Max. 4	200	100
4	d) HMS, SRBS, SBT etc.	One per Unit	Each user	200	100
	1) HO	<b>Supervisors/</b>	<b>Staff/Users</b>		
		Upto 3 Yrs	Upto 1 Yr	600	500
		3 to 5 yrs	1 to 3 Yrs	800	600
		Above 5 Yrs.	Above 3 Yrs.	1000	700
	2) Regions/Zones		Upto 1 Yr		600
			1 to 3 Yrs		700
			Above 3 Yrs.		800

### Recommendations

08.17. The Department has informed that Computer allowance is paid to the employees working in depots and Non-operational Units, who are assigned the responsibility of ensuring uninterrupted working of computer software modules for the smooth flow of business operations. It is also stated that the Conductor category of employees, who are in possession of requisite qualifications and aptitude, are screened

and trained to handle the computer software modules of different departments like operations, engineering, personnel, accounts, stores etc. It has been argued that in order to prevent attrition of staff working on computers, where continuous learning and updation is required, a nominal Computer Allowance is being paid.

**08.18.** There is also a separate Computer Wing at the Head Office of APSRTC which consists of Junior Scale Officers (3), Senior Scale Officers (2) and Regional Manager rank Officers (1). These managers are not exclusively appointed for computer wing operations. It is stated that they are selected based on their IT skills and aptitude to handle the Computer software modules which are developed and maintained by firms like TCS, Abhibus, Oracle etc. This team of Managers, assisted by about 10 supervisors, is responsible for grounding and implementation of various software modules and hardware systems at all the Depots and non-operational units duly maintaining liaison with the firms that have developed software modules.

**08.19.** To a query by the Commission, the Department has informed that the computing work is done through menu driven screen-based application software packages which are user friendly. It is true that increasingly most routine functions in the Government Departments are being performed by the regular staff through similar software packages after they receive training on their usage. In fact use of Computer applications improves the functional efficiency of the staff and reduces their work burden. No Special Allowance is being paid to the Government staff in other Departments for working on the Computer software packages. In cases where a lot of data entry, data processing or report generation are involved qualified Data Entry Operators, Programmers etc. are being engaged in consultation with the IT&C and Finance Departments. Further, we are of the view that using Conductors and Senior Level Managerial Staff for full-time Computer work does not result in optimal use of those working personnel, as they have been selected for appointment because of their suitability to discharge entirely different sets of duties.

**08.20.** In the above circumstances we recommend that the PTD should report the whole matter to the IT&C Department of the Government for their advice as to whether given the nature of computing work, the Department needs to engage a complement of qualified Computer staff and if so at what level. Based on their advice further action may be initiated to induct such staff with the concurrence of the Finance Department, if needed. Pending a decision on the issue the Commission recommends discontinuance of the Computer Allowance.

**(7) General recommendations regarding Allowances/ Special Pay:**

**08.21.** Some of the Allowances and Special Pay, specifically recommended above, are similar to the ones recommended by the Commission to various categories of Government employees at Chapters 7 and 8 of Vol-I. Some of the other categories of Allowances and Special Pay, recommended at Chapter 7 and Chapter-

**8 of Vol-I, may also be made applicable, as indicated below, to the equivalent categories of PTD employees. A comprehensive list of all such Allowances/ Special Pays is given below. The rates of such Allowances/ Special Pay and their eligibility conditions should be as recommended by the Commission in Chapters 7/ Chapter 8 of Vol-I.**

**Table-8.10**

<b>Sl. No.</b>	<b>Type of Allowance/ Special Pay</b>	<b>Category of PTD employee for whom recommended</b>
<b>Allowances:</b>		
1	Travelling Allowance	<b>All employees</b>
2	Allowance for attending to official work on holidays	<b>All L.V. Drivers (H.V. Drivers are not included since they are entitled to Double Duty Allowance as mentioned below)</b>
3	Uniform Allowance/Uniform Maintenance Allowance	<b>Employees of Security Wing, Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, MNO/FNO, Any other staff, if officially required to wear Uniform or Apron(in Laboratories/ Dispensaries/ Hospitals etc.)</b>
4	Stitching Charges for Uniform	<b>All employees who are supplied clothes for uniform,</b>
5	Conveyance Allowance to specified categories of employees	<b>Any employee who is officially required to maintain his/her personal conveyance (to be decided with the concurrence of Finance Dept.)</b>
6	Conveyance Allowance to Blind, Hearing Impaired and Differently Abled employees	<b>All such Differently Abled employees</b>
7	Ration Allowance	<b>Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, Radiographer, Dark Room Assistant</b>
8	Special Compensatory Allowance	<b>All employees working in Scheduled Agency areas</b>
9	Risk Allowance	<b>Lab Technician (Gr-I &amp; II), Lab Assistant, Head Staff Nurse, Staff Nurse, Radiographer, Dark Room Assistant</b>
10	Night Duty Allowance	<b>Nursing Superintendent, Head Staff Nurse, Staff Nurse, ANM, Radiographer, Dark Room Assistant, Pharmacist (Gr-I &amp; II), MNO/FNO</b>
11	Emergency Health Care Allowance	<b>All Doctors of Medical Wing</b>
12	Non Private Practice Allowance	<b>All Doctors of Medical Wing subject to stipulated conditions</b>
13	P.G. Degree and P.G.Diploma Allowance	<b>Doctors of Medical Wing who acquire the higher qualification</b>
14	Academic Allowance	<b>All Doctors of Medical Wing</b>
15	Theatre Allowance	<b>Head Staff Nurse, Staff Nurse engaged in Operation Theatre duty</b>
16	Intensive Care Unit Allowance	<b>Head Staff Nurse, Staff Nurse, MNO/FNO</b>

17	Clerical Allowance	Pharmacist (Gr-I & II)
18	Reimbursement of Tuition Fees to children of NGOs	All such categories who are classified as NGOs by the Government
19	Funeral charges to families of deceased employees	All employees
20	Child Care Allowance	Differently Abled women employees
21	Scribe Allowance	Orthopedically challenged employees not having both hands
22	Concessional Bus Pass facility for NGOs	All NGOs in the Department
<b>Special Pay</b>		
22	Special Pay to Drivers	L.V. Drivers only
23	Special Pay to Doctors	Hospital Superintendent, Lady Medical Officer
24	Special Pay to Peshi Staff	Personal Assistants to Chairman and Commissioner, PTD
25	Training Incentive	All faculty and non-faculty members, if drafted on deputation to the Training Institute

## **(8) Duty based Allowances**

**08.22.** The APSRTC has been granting certain duty based compensations to the staff. They are given below:

### **(a) Over-time Allowance-**

**08.23.** In some bus routes, the operating crew (Driver/Conductor) are allowed to work beyond 8 hours of duty in a day, to continue the journey and reach the destination or to complete the round trip. In such cases, for the extra hours of duty performed by the crew over and above the stipulated 8 hours, as per the Motor Transport Workers Act Over Time Allowance is paid @ double the pro-rata wages calculated for one hour of regular duty.

$$[\text{Over Time amount per Hour} = (((\text{Pay} + \text{DA}) * 12) / 365 * 8) * 2]$$

### **Recommendation**

**08.24.** Over-time allowance is admissible as per the statutory provisions of Section 26 of the Motor Transport Workers (MTW) Act, 1961. It is also directly related to the additional duties performed by the crew which results in optimising staff utilisation. Hence the Over-time Allowance may continue to be paid.

### **(b) Double Duty amount-**

**08.25.** In certain contingencies like fairs and festivals etc. the traffic demand increases drastically compelling the bus depots to operate additional bus services/trips to clear the rush. Since, the contingent of staff provided in a depot is fixed based on the usual number

of schedules, the crew availing weekly offs/ rest days are also utilized to perform the additional duties (which are called double duties). Also, sometimes in the event of sudden absence of the designated crew due to ill health or for personal reasons, resting crews are detailed to perform double duties. In such cases, the crews are eligible to draw over time allowance as per section 26 of the MTW Act. However, the APSRTC, by negotiating with the Employees' Associations, has been paying lumpsum amounts of @ ₹.800 per duty to Drivers and ₹.700 per duty to Conductors on such occasions. It has been informed that normally a healthy driver/conductor performs 2- 3 double duties in a month.

### **Recommendation**

**08.26. The Double Duty amount is thus an extra compensation paid for rendering additional hours of work over and above the normal call of duty. Considering the above and the statutory nature of these payments, we recommend their continuance.**

### **(9) Production/ Performance based incentives**

**The APSRTC has been paying the following incentives:**

#### **(a) Depot Incentive Scheme on improvement of bus revenue over targets:**

**08.27.** Every bus service is allocated a 'Target Revenue' based on the previous three months average performance and loading the same with some correction factor. The bus crew (Driver/Conductor) is allowed monetary incentive in the ratio of 25:75 (Driver: Conductor) for achieving bus revenue over and above the Target Revenue set for the service. The scale of incentive is shown below:

**Table-8.11**

Sl. No	Type of bus	On reaching Target	On exceeding Target
1	Pallevelugu	0.35%	1.34%
2	Express	0.16%	0.65%
3	Ultra Deluxe	0.15%	0.83%
4	Super luxury	0.13%	0.98%
5	Indra	0.14%	1.22%

#### **(b) Incentive to Drivers operating buses without Conductors**

**08.28.** Some longdistance buses with limited stops are operated with Drivers only. These drivers operate Ticket Issuing Machines (TIM). This system has been implemented in the APSRTC for more than 15 years with a view to save the cost on Conductors on such bus services. A part of the amount thus saved in the form of Conductor wages is paid to the driver as incentive as follows:



**Table-8.12**

Sl. No	Type of bus	Incentive of ₹.1.00 for the ticket value up to ₹.	Incentive of ₹.2.00 for the ticket value more than ₹.
1	Express	205	205
2	Ultra Deluxe	245	245
3	Super luxury	260	260
4	Indra	295	295

**(c) Production incentive bonus (PIB) to the employees of Workshops and Tyreshops**

**08.29.** The demand for supply of Engines, Gear boxes, FIPs, Front axels, Rear axles, Tyres etc. on depots vary from month to month in a year depending on seasonality of traffic flow patterns. Since fixed complement of workmen are provided in the Workshops and Tyre shops based on the average demand for the above stated components, in peak months the man power provided is not sufficient to supply the Units to the Depots as per the enhanced demands.

**08.30.** In such cases, the workmen are allowed to work for additional hours in order to produce more units than the standard production level attributable to working at 100% standard efficiency level determined on the basis of work and time studies. The amount saved by this additional production in terms of additional production hours is paid to the workmen equally in the form of production incentive bonus (PIB). This system has been in existence in the Corporation for more than 30 years since enhancement of man power to meet the additional production demand is a much more costly option than paying production incentive bonus (PIB).

**(d) Incentive to drivers and garage staff on Diesel oil saved**

**08.31.** To motivate the drivers and garage staff to save money through Diesel conservation, they are paid incentive @ ₹. 6.50 per each litre of fuel saved over and above the targeted diesel oil consumption for that bus service. The amount so saved on diesel consumption in a month is distributed among the drivers and all garage staff in the ratio of 60:40 (approximately).

**(e) Incentive to all garage staff and drivers on savings due to reduction in TYRE cost**

**08.32.** To motivate the drivers and garage staff to save money through best tyre maintenance practices and driving skills, they are paid a nominal incentive on the cost saved by reducing consumption of Tyres at the depot. The maximum incentive paid in a month on this parameter is limited to ₹.100/- to garage staff per head and ₹.25/- to each driver.

**(f) Incentive to garage staff on Lubrication Oil saved**

**08.33.** To motivate the garage staff to save money through best engine maintenance practices, they are paid a nominal incentive on the cost saved by reducing consumption of Lubrication oils at the depot. The maximum incentive paid in a month on this parameter is limited to ₹.25/- per garage staff.

**(g) Incentive to all garage staff and drivers on savings due to reduction in Springs consumption**

**08.34.** To motivate the garage staff and drivers to save money through adoption of best suspension system maintenance practices and good driving habits, they are paid a nominal incentive on the cost saved by reducing consumption of springs of suspension system at the depot. The maximum incentive paid in a month on this parameter is limited to ₹.25/- to garage staff and drivers per head.

**(h) Incentive to the Traffic supervisors and DM on achievement of highest %of service targets**

**08.35.** Traffic Supervisors [Dy. Supt (Traffic), Superintendent (Traffic) and Asst. Manager (Traffic)] of a depot and the Depot Manager are paid a lumpsum amount, as indicated below, on achievement of targets for minimum 55% of total services in a month, on the ground that they are involved regularly in motivating the crew to improve the bus revenue and achieve the Target Revenues for each service.

**Table-8.13**

<b>Sl. No</b>	<b>% of achievement of service targets</b>	<b>Incentive Amount paid to DM and Traffic Supervisors</b>
1	55 to 60	400
2	60 to 65	500
3	65 to 70	600
4	More than 70	800

**(i) Incentive to Garage Supervisors and DMs on achievement of high fuel performance**

**08.36.** The Department has informed that Garage Supervisors [Dy. Supt. (Mech), Supdt. (Mech) and Asst. Manager (Mech)] of a depot and the Depot Manager are being paid a lumpsum amount on achievement of high KMPL for the depot in a month compared to the Corporation average KMPL (5.30) as they motivate the drivers to save Diesel oil, improve fuel efficiency and achieve the Target KMPL for each service. They are as indicated below:

**Table-8.14**

<b>HSD KMPL achievement slabs</b>		<b>Amount per head</b>	
<b>Depot Manager</b>	<b>Garage Supervisors</b>	<b>Depot Manager</b>	<b>Garage Supervisors</b>
5.60 to 5.70	5.50 to 5.60	300	200
5.70 to 5.80	5.60 to 5.70	400	300
> 5.80	> 5.70	500	400

**(j) Fixed incentive amount to drivers on AC services in lieu of incentive on earnings parameter**

**08.37.** A fixed amount of ₹.50/- per duty is paid to the drivers operating AC Services (Garuda and above bus products), since there is no system of paying incentive on additional revenue earned over and above service Revenue Target.

**(k) Incentive amount to PHB drivers:**

**08.38.** For the additional revenue realised over and above the service 'Revenue targets' Private Hired Bus drivers are also paid incentive amount on par with RTC drivers.

**(l) Incentive amount on sale of 'Travel As You Like' ticket (TAYL) (valid in Visakhapatnam and Vijayawada cities only):**

**08.39.** Conductors are authorized to sell TAYL tickets which are valid for travel by any city bus, either in Vijayawada or Visakhapatnam, for 24 hours from the time of purchase. On sale of such tickets, Conductors are being paid incentive at the following rates:

@₹.0.50 per TAYL ticket upto sale of 5 tickets in a day.

₹.1.00 per TAYL ticket from 6<sup>th</sup> ticket onwards in a day.

**(m) Incentive amount on sale of Single Journey Ticket (SJT) and Return Journey Ticket (RJT) between Tirupathi & Tirumala**

**08.40.** Conductors are authorized to sell SJT and RJT tickets for journey between Tirumala and Tirupathi. On sale of such tickets, Conductors are being paid incentive as follows:

@₹.0.50 per each SJT ticket, @₹.1.00 per each RJT ticket.

## **Recommendations:**

**08.41. Our recommendations in this regard are as under:**

- (i) The incentives listed at (a), (b), (c), (d), (e), (f), (g), (k) and in respect of Garage Supervisors only for item (i) above are being paid for achieving/ surpassing specific quantifiable and measurable performance standards which have a direct bearing on the financial performance of a commercial organisation like the APSRTC. These incentives help motivate the concerned categories of employees who directly contribute to the improved performance. Hence we recommend that these specific incentives may continue to be disbursed. However since these incentives are directly related to the operational profitability of APSRTC, we recommend that the Government direct the APSRTC to implement, monitor, evaluate and pay for these incentives.**
- (ii) We do not find much justification for the grant of incentive items figuring at (h), Depot Managers in respect of (i), (j), (l) and (m). In these cases either the improved performance is not directly attributable to the benefited categories of employees [(h) and (i)] or there is no measurable performance criterion involved [(j)] or the linked performance parameters are not, in our view, very deserving for award of incentives [(l) and (m)]. Hence they may be abolished.**

## **(10) Bus Pass Facility**

**08.42.** The APSRTC used to provide to all its employees three (3) sets of bus passes in a calendar year, for free travel by buses of APSRTC for any personal purpose. Under this facility the family members of the employees, up to maximum 6 (including self), are allowed to travel free from the origin to the destination of their choice, as mentioned in the bus pass, and back. The eligible family members include self, spouse, children and parents. Sons aged more than 21 years and married daughters are not eligible but widow daughters are eligible. If the passes are not utilized during the year the same get lapsed.

**08.43.** The officers are also provided the above bus pass facility. However, Officers are allowed to surrender the 3 sets of bus passes and in lieu thereof get their travel expenses reimbursed for the journeys performed by the family members by any mode of transport i.e., train, air, registered tourist vehicles etc. within India. The maximum surrender value of each set of bus pass is ₹. 12, 000 for JSO/SSO and ₹.15,000/- for RMs/EDs subject to production of original bills related to the travel for audit.

**08.44.** All the Employees' Associations have unanimously requested for continuance of the abovementioned Bus Pass facility by foregoing the LTC facility available in the Government service.

## **Recommendation**

**08.45.** We have examined the corresponding facilities available to the employees of the Indian Railways, a PSU at the Central Government level, which operates a huge public transport system. We find that the Railway employees are given Privilege Passes in every calendar year which enables them to travel free by the entitled type of train in the entitled class. The existing scheme was modified on the basis of recommendations of the 7<sup>th</sup> CPC by allowing the employees an option to avail All India LTC facility once in a block period of four years by surrendering all the Privilege Passes for that year. In case however they have already used one or more passes during a year they would not be permitted to opt for AILTC. No Home Town LTC is admissible to the Railway employees. **Based on this analogy we recommend the following in respect of the PTD employees:**

- (a) The existing Bus Pass facility of APSRTC may be continued for all employees;**
- (b) All PTD employees will be eligible to opt for LTC facility, by any of the entitled mode of travel, to 'Anywhere in the State' (including travel to anywhere in India on one occasion during the entire service career, subject to the same limitations and conditions as applicable to other Government employees) once in a block period of four years. The first such block period shall be 2020-2023. In order to be eligible to avail such LTC, all the bus passes for that year will have to be surrendered;**
- (c) The facility now available to the Officers of APSRTC to surrender the Bus Passes for the purpose of reimbursing their cost of journey by other modes of transport to anywhere in India shall be dispensed with;**
- (d) The definition of 'family' should be the same as given under the Andhra Pradesh Travelling Allowance Rules, 1996 and the Government rulings thereunder;**
- (e) No 'Home Town' LTC facility shall be admissible to the PTD employees.**

### **(11) Conveyance Allowance to Officers:**

**08.46.** The Department has informed that officers of APSRTC discharge their responsibilities on 24X7 basis. Their duties demand attending the problem areas at short notice either at the depot or the place of incidents like accidents, dharnas, traffic hold ups etc. Therefore, such officers were provided earlier with Departmental light vehicles (along with departmental drivers) for their mobility.

**08.47.** However, in order to minimize the expenditure on provision of conveyance facility, the guidelines were revised and at present the following amounts are being paid to the officers to make necessary transportation arrangements, duly dispensing with old departmental vehicles and LV Drivers in most cases.

**Table 8.15**

<b>Sl No.</b>	<b>Conveyance system</b>	<b>Amount</b>
1	RTC Vehicle + Private driver	₹.20,000 at Hyderabad, Bengaluru and Chennai locations; ₹.15,000 towards driver wages, at other locations
2	Hire/own vehicle + Private driver	₹.30,000 towards EMI, maintenance,diesel and driver wages
3	Officers not provided with vehicle facility have to make their own arrangements (car/two-wheeler) to attend duties and emergencies	₹.6000/- to JSOs ₹.7500/- to Dy.EE(Civil) ₹.9750/- to SSOs

**Recommendation**

**(i) Sl. No. 1 and 2 above**

**08.48.** Senior Officers in the Government are being provided with Govt. vehicles or hired private vehicles based on the nature of duties assigned to them. A similar system may be adopted in case of PTD Officers also, in consultation with the Finance Department. In cases where private vehicles are hired, the cap on monthly hiring charges for different types of vehicles are being specified by the Finance Department from time to time. The PTD should also follow the same stipulations. Similarly where PTD/APSRTC vehicle is used but there is no regular PTD Driver available, the Driver may be outsourced following the existing guidelines of Finance Department and remuneration may be paid as per the norms fixed by the Finance Dept. from time to time.

**(ii) Sl. No. 3 above**

**08.49.** As recommended at Sl. No. 5(ii) in Table-8.8

## CHAPTER-9

### PROTECTION OF TOTAL EMOLUMENTS (PAY AND ALLOWANCES) OF THE PTD EMPLOYEES

**09.01.** All the service Associations in PTD have requested that in the process of pay fixation, the total emoluments that the employees have been receiving as on the date of their absorption in Government service should be protected.

**09.02.** The Commission feels that this is a legitimate request. It is possible that in cases of some PTD employees the gross total emoluments (sum total of Pay and non-variable/fixed Allowances), as determined on 01-01-2020 in the RPS-2018, may fall short of their total emoluments in the APSRTC. Such shortfall may be treated as Personal Pay to be absorbed in future increases in pay and allowances.

## **CHAPTER-10**

### **AUTOMATIC ADVANCEMENT SCHEME**

**10.01.** The evolution of Automatic Advancement Scheme (AAS) for Government employees and the various clarifications/ modifications issued from time to time to remove anomalies in its implementation have been dwelt upon in great detail by the Commission in Chapter-9 of Vol-I of this Report. It would be worthwhile to reproduce here the recommendations of the Commission regarding further continuance of the scheme in RPS-2018. They are as follows:

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

**10.02.** Correspondingly, in the APSRTC the Junior and Senior Scale Officers, after completion of 9/18 years of continuous service in that cadre, which counts for increments, are being placed in the respective Stagnation Grade Scales duly allowing one notional increment in the existing scales. Similarly, the Regional Managers/Heads of Departments (HoD), after completion of 25 years of continuous service in that cadre, which counts for increments, are eligible to be placed in the Stagnation Grade Scale duly allowing one notional increment in the existing scale.

**10.03.** The PTD employees have requested for application of AAS to them in lieu of the Stagnation Grade Scheme applicable in the erstwhile APSRTC service.



## **Recommendation**

**10.04. The Commission recommends that the existing Stagnation Grade Scale Scheme of APSRTC may stand abolished on absorption of its employees into Government service. In lieu thereof the PTD employees would be extended the benefit of Automatic Advancement Scheme (AAS) in the following manner:**

- (a) The benefit of AAS Scales may be given to the PTD employees on their absorption into Government Service i.e. 01-01-2020, on satisfying the eligibility conditions and following the guidelines stipulated under the Scheme;**
- (b) As in the case of other Government employees, the benefit of Automatic Advancement Scheme may be allowed up to and inclusive of Grade-25 (₹.76730-162780) in the revised scales;**
- (c) The total qualifying service in any category put in by a PTD employee i.e., including the APSRTC service prior to 01-01-2020 and Government service from 01-01-2020, may be counted towards determining eligibility for AAS Scales;**
- (d) Those of the PTD employees, who have completed 6/12 years of qualifying service in any category but have not completed 9/18 years of service respectively, as on 01-01-2020 (date of absorption in Government service), may be given the benefit of Special Grade Post Scale and SPP Scale-IA/SAPP Scale-IA respectively with effect from 01-01-2020. Thereafter service eligibility for the subsequent AAS scales may be reckoned on the basis of the principle at (c) above;**
- (e) PTD employees, who have earned the 9-year Stagnation Grade Scale in APSRTC prior to 01-01-2020, will be eligible for the SPP Scale-IA/SAPP Scale-IA (12 years), SPP Scale-IB/ SAPP Scale-IB (18 years), SPP Scale-IIA/SAPP Scale-IIA (24 years) and SPP Scale-IIB/SAPP Scale-IIB (30 years), on or after 01-01-2020, by counting the total qualifying service in the same category as mentioned in (c) above;**
- (f) PTD employees, who have earned the 18-year Stagnation Grade Scale in APSRTC prior to 01-01-2020, will be eligible for the SPP Scale-IIA/ SAPP Scale-IIA (24 years) and SPP Scale-IIB/SAPP Scale-IIB (30 years), on or after 01-01-2020, by counting the total qualifying service in the same category as mentioned in (c) above.**

**CHAPTER-11**  
**OTHER SERVICE BENEFITS**

**11.01. The Commission has made several recommendations relating to the following service benefits for the Government employees:**

- 1. Leave Benefits (Chapter-10, Vol-I)**
- 2. Advances (Chapter-12, Vol-I)**
- 3. Medical Facilities (Chapter-13, Vol-I)**
- 4. Benefits for Differently Abled Employees (Chapter-16, Vol-I)**

**11.02. We recommend that the above benefits and all other service benefits, ordinarily available to other Government employees, such as Compassionate Appointment Scheme, Insurance cover under APGLI/GIS etc. may be made applicable to the PTD employees also with effect from 01-01-2020 (date of absorption). Earned Leave and Half Pay Leave at the credit of the absorbed PTD employees as on 01-01-2020 may also be carried over to their respective Leave accounts with the Government. It is also recommended that the past regular service rendered in the APSRTC should be counted for all purposes on absorption in the Government.**

**11.03. We further recommend that the Government may suitably instruct the APSRTC to continue the present medical facilities available to the RTC employees, at the Central Hospital, Vijayawada and Area Dispensaries, such as pharmacy, diagnostics, consultancy and treatment.**

## CHAPTER-12

### PENSIONARY/RETIREMENT BENEFITS

#### a) Pension and Provident Fund benefits in the APSRTC

**12.01.** All employees of APSRTC are covered by the Employees' Provident Fund Organisation (EPFO) under its Employees' Pension Scheme (EPS)-95. With the approval of the EPFO, the Corporation has been managing the Provident Fund of all employees through the APSRTC PF Trust. Every month the said Fund receives remittances of 12% of Pay plus D.A. in respect of all employees towards employees' contribution and an equal amount from the Corporation as Employer's contribution. Out of the employer's contribution a specified amount is transferred every month to the credit of the Pension Fund.

**12.02.** After retirement the employee gets a nominal pension ranging from ₹.1000-4000 per month based on the length of service put in him/her. The amount accrued in the Provident Fund account of the employee, including the interest earned, is also paid to the retired employee as a lump sum amount.

**12.03.** In addition, the APSRTC has been operating a group pension scheme called the Staff Retirement Benefit Scheme (SRBS) to which all the employees contribute an amount of ₹.250/- per month. After retirement the employees get pension ranging from ₹.1000/- to ₹.3200/- per month basing on their eligibility. In case of demise of the pensioner the spouse gets 50% as Family Pension

#### Pension Scheme in the Government

**12.04.** The Government employees, who joined duty prior to 01-09-2004, are covered by the A.P. Revised Pension Rules, 1980. The quantum of pension depends on the length of qualifying service, with the full pension amounting to 50% of the last pay drawn. Government employees joining service after 01-09-2004 are covered by the Contributory Pension Scheme (CPS). The CPS, as the name suggests, is based on equal monthly contribution of 10% of Basic Pay plus D.A. each by the employee and the Government.

#### b) Gratuity Scheme in the APSRTC

**12.05.** In the APSRTC Gratuity is payable to those employees who complete 5 years of service. The minimum service condition is not a requirement in cases of cessation of service for medical reasons or demise of the employee. The Gratuity amount payable to an employee is determined according to the following formula:

Amount Payable = (Pay + DA) last drawn x 15/26 x (number of completed years of service subject to a maximum of 20 years)

## **Gratuity Scheme in the Government**

**12.06.** In the State Government also Gratuity is payable only on completion of 5 years of service, The amount payable, as per the recommendation of this PRC, is calculated as follows:

- (a) 1/4<sup>th</sup> of the emolument for every completed six monthly period of service, or
- (b) 16 ½ times of pay last drawn, or
- (c) Rupees 16 lakh (recommended by 11<sup>th</sup> PRC), whichever is less

## **Request of the APSRTC employees**

**12.07.** All the PTD Employees Associations have unanimously made representations requesting that the Corporation employees, who joined service prior to 01-09-2004, be brought under the purview of APRP Rules, 1980 by taking over the amounts accumulated to the credit of their PF/Pension Fund accounts. The post 01-09-2004 recruits may however continue under EPS-95. They have also requested for adopting the existing APSRTC formula for calculation of Gratuity amount without monetary ceiling. They have further requested for making provisions for grant of Death Gratuity as applicable to Government employees. Yet another request is to increase the maximum limit for accumulation of Earned Leave up to 500. Days.

## **Recommendation**

### **a) Pensionary benefit**

**12.08.** It is obvious that at the time of joining service in the APSRTC there was no service contract with the employees for either absorption into Government service or coverage under the APRP Rules, 1980. Moreover, since the Corporation employees have been absorbed into Government service with effect from 01-01-2020, they can claim for being entitled to similar benefits as those applicable to other Government employees joining service on that date, which is coverage under the CPS.

**12.09.** **In view of the above, we recommend that the PTD employees, absorbed in Government service on 01-01-2020, be given an option to either continue with EPS-95 or join the CPS.**

### **b) Gratuity**

**12.10.** In G.O.Ms.No. 107 Finance (HR-V-Pension, GPF) Dept. dated 29-06-2017 Government have extended the benefit of Retirement Gratuity/Death Gratuity to the State Government employees covered by the Contributory Pension Scheme. **Hence the PTD employees, who opt for CPS, will automatically be covered under the DCRG Scheme applicable to the Government employees as mentioned above. In case, however, they opt to continue under EPS-95, they may be allowed get the benefit under the APSRTC Gratuity formula as before.**

## **Other Retirement Benefits**

**12.11. It is recommended that the PTD employees, who are absorbed into Government service on 01-01-2020, should be entitled, after their retirement, to the following other benefits on par with other Government employees:**

- a) Encashment of accumulated Earned Leave**
- b) Coverage under EHS**
- c) Death Relief**
- d) Medical Allowance**
- e) Benefits applicable on voluntary retirement/retirement on medical grounds**

**12.12. There is a request from some sections of employees to extend the Employees' Health Scheme (EHS) to the former APSRTC employees who retired from service prior to 01-01-2020. We are not in a position to recommend for acceptance of this request since such employees were not Government employees at any point of time.**

**CHAPTER-13**  
**FINANCIAL IMPLICATION**

**13.01.** The estimated expenditure (B.E. 2020-21) on Salaries and Allowances of the employees of Public Transport Department has been projected at ₹.3060 Crore. According to our estimation the net additional financial impact of our recommendations would be of the order of about ₹.225-250 Crore per annum.

**Annexure-I**  
**Pay Scales assigned to various employee categories in**  
**Public Transport Department**

Sl. No.	Category	Existing (₹.)		Revised (₹.)		Remarks
		Scale No.	Scale	Grade	Scale	
1	Commissioner					Cadre Officer
2	Executive Director	94	186250-286600	30	112610-174790	
3	FA & CAO					On Deputation
4	Regional Manager	93	112000-273200	28	94500-170580	
5	Chief Mechanical Engineer (Maint)/ Chief Mechanical Engineer (C&B)/ Chief Engineer (IE)	93	112000-273200	28	94500-170580	
6	Chief Civil Engineer	93	112000-273200	28	94500-170580	
7	Chief Personnel Manager	93	112000-273200	28	94500-170580	
8.	Chief Controller of Stores	93	112000-273200	28	94500-170580	
9	Chief Med Officer	93	112000-273200	28	94500-170580	
10	Chief Manager (F&A)	93	112000-273200	28	94500-170580	
11	Chief Traffic Manager/ Chief Manager (Comml.)/ Chief Engineer (IT)	93	112000-273200	28	94500-170580	
12	Director, Vig. & Security					On Deputation
13	Deputy Chief Mechanical Engineer/ Works Manager	92	79000-192670	25	76730-162780	
14	Executive Engineer (Civil)	92	79000-192670	25	76730-162780	
15	Deputy Chief Personnel Manager/ Principal/ Senior Law Officer/ OSD & Secretary	92	79000-192670	25	76730-162780	
16	Controller of Stores	92	79000-192670	25	76730-162780	
17	Senior Medical Officer	92	79000-192670	25	76730-162780	
18	Deputy Chief Accounts Officer	92	79000-192670	25	76730-162780	
19	Deputy Chief Traffic Manager/ Deputy Chief Manager (Comml)	92	79000-192670	25	76730-162780	
20	Assistant Director, Vigilance& Security	92	79000-192670	25	76730-162780	
21	Depot Manager	91	57000-142500	21	57100-147760	
22	Assistant Mechanical Engineer/ Assistant Works Manager/ Assistant Mechanical Engineer (Tyres)	91	57000-142500	21	57100-147760	
23	Deputy Executive Engineer (Civil)/ Deputy Executive Engineer (Elec)	91	57000-142500	21	57100-147760	
24	Personnel Officer/ Public Relations Officer/ Law Officer	91	57000-142500	21	57100-147760	
25	Stores Officer/ Purchase Officer	91	57000-142500	21	57100-147760	
26	Medical Officer	91	57000-142500	21	57100-147760	
27	Accounts Officer	91	57000-142500	21	57100-147760	
28	Assistant Traffic Manager	91	57000-142500	21	57100-147760	

29	Security Officer/ Vigilance & Security Officer	91	57000-142500	21	57100-147760	
30	Nursing Superintendent	1	41140-137500	20	54060-140540	
31	Assistant Engineer (Mechanical)/ Assistant Engineer (Vul)	1	41140-137500	19	48440-137220	
32	Assistant Engineer (Civil)/ Assistant Engineer (Elec)	1	41140-137500	19	48440-137220	
33	Assistant Manager (Personnel)	1	41140-137500	19	48440-137220	
34	Assistant Manager (Material)/ Assistant Manager (Purchase)	1	41140-137500	19	48440-137220	
35	Assistant Manager (Finance)	1	41140-137500	19	48440-137220	
36	Assistant Manager (Traffic)	1	41140-137500	19	48440-137220	
37	Assistant Manager (Statistics)	1	41140-137500	19	48440-137220	
38	Chief Security Inspector	1	41140-137500	19	48440-137220	
39	Superintendent (Mechanical)/ Superintendent (Vul)	2	32350-108100	18	45830-130580	
40	Section Officer (Civil)/Section Officer (Elec)	2	32350-108100	18	45830-130580	
41	Superintendent (Personnel)	2	32350-108100	18	45830-130580	
42	Superintendent (Material)/ Superintendent (Purchase)	2	32350-108100	18	45830-130580	
43	Head Staff Nurse	2	32350-108100	18	45830-130580	
44	Superintendent (Finance)/ Superintendent (Audit)	2	32350-108100	18	45830-130580	
45	Superintendent (Traffic)	2	32350-108100	18	45830-130580	
46	Superintendent (Statistics)	2	32350-108100	18	45830-130580	
47	Security Inspector	2	32350-108100	18	45830-130580	
48	Deputy Superintendent (Mechanical)/ Deputy Superintendent (Vul)	3	27650-92360	16	40970-124380	
49	Deputy Section Officer (Civil)/ Deputy Section Officer (Electrical)	3	27650-92360	16	40970-124380	
50	Deputy Superintendent (Personnel)	3	27650-92360	16	40970-124380	
51	Deputy Superintendent (Material)/ Deputy Superintendent (Purchase)	3	27650-92360	16	40970-124380	
52	Staff Nurse	3	27650-92360	16	40970-124380	
53	Deputy Superintendent (Finance)/ Deputy Superintendent (Audit)	3	27650-92360	16	40970-124380	
54	Deputy Superintendent (Traffic)	3	27650-92360	16	40970-124380	
55	Deputy Superintendent (Statistics)	3	27650-92360	16	40970-124380	
56	Security Sub-Inspector	3	27650-92360	16	40970-124380	
57	Pharmacist Gr-I	3	27650-92360	15	38720-118390	
58	Laboratory Technician Gr-I	3	27650-92360	15	38720-118390	
59	Leading Hand/ Leading Hand (Vul)	15	26250-87780	14	37640-115500	
60	Assistant Section Officer (Civil)/ Assistant Section Officer (Electrical)	15	26250-87780	14	37640-115500	
61	Senior Assistant (Personnel)	15	26250-87780	14	37640-115500	
62	Senior Assistant (Material)/ Senior Assistant (Purchase)	15	26250-87780	14	37640-115500	



63	Senior Assistant (Finance)/ Senior Assistant (Audit)	15	26250-87780	14	37640-115500	
64	Traffic Instructor Gr-III	15	26250-87780	14	37640-115500	
65	Depot Clerk	15	26250-87780	14	37640-115500	
66	Travel Ticket Inspector	15	26250-87780	14	37640-115500	
67	Physiotherapist	3	27650-92360	13	35570-109910	
68	Pharmacist Gr-II	15	26250-87780	13	35570-109910	
69	Security Assistant Sub- Inspector	15	26250-87780	13	35570-109910	
70	Radiographer (Gr-II)	15	26250-87780	13	35570-109910	
71	Laboratory Technician Gr-II	15	26250-87780	12	34580-107210	
72	ECG Technician (Gr-II)	15	26250-87780	12	34580-107210	
73	Auxiliary Nurse Midwife (ANM)	15	26250-87780	10	29980-94500	
74	Driver Gr-I (H.V.)	4	25480-85120	10	29980-94500	
75	Artisan Gr-I (ITI)/Mechanic Gr-I, Tyre Mechanic Gr-I	5	24200-80990	9	28280-89720	
76	Junior Assistant (Personnel)	6	21670-72430	9	28280-89720	
77	Junior Assistant (Material)/ Junior Assistant (Purchase)	6	21670-72430	9	28280-89720	
78	Junior Assistant (Finance)	6	21670-72430	9	28280-89720	
79	Assistant Depot Clerk/ Assistant Depot Clerk (Tech)	6	21670-72430	9	28280-89720	
80	Controller	6	21670-72430	9	28280-89720	
81	Conductor Gr-I	6	21670-72430	9	28280-89720	
82	Security Head Constable	6	21670-72430	9	28280-89720	
83	Driver Gr-II (H.V.)	7	21390-71520	8	27500-87480	
84	Mechanic Gr-II	8	20300-67790	7	25220-80910	
85	Tyre Mech Gr-II	8	20300-67790	7	25220-80910	
86	Electrician-AC/DC	8	20300-67790	7	25220-80910	
87	Coach Builder	8	20300-67790	7	25220-80910	
88	Panel Beater	8	20300-67790	7	25220-80910	
89	Painter	8	20300-67790	7	25220-80910	
90	Welder/ Tinsmith	8	20300-67790	7	25220-80910	
91	Trimmer	8	20300-67790	7	25220-80910	
92	Black Smith	8	20300-67790	7	25220-80910	
93	M/W Mechanic	8	20300-67790	7	25220-80910	
94	Machinist	8	20300-67790	7	25220-80910	
95	Vulcaniser	8	20300-67790	7	25220-80910	
96	M/W Mechanic (Vul)	8	20300-67790	7	25220-80910	
97	Electrician-AC (Vul)	8	20300-67790	7	25220-80910	
98	Typist	8	20300-67790	7	25220-80910	
99	Conductor Gr-II	9	19580-65450	7	25220-80910	
100	Security Constable	9	19580-65450	6	23780-76730	
101	LV Driver	10	19160-64160	6	23780-76730	
102	Routine Clerk	8	20300-67790	5	23120-74770	
103	Lab Assistant	11	18660-62460	4	22460-72810	
104	Hammerman	10	19160-64160	4	22460-72810	
105	Dark Room Assistant	11	18660-62460	4	22460-72810	
106	Deputy Mechanic	11	18660-62460	3	21200-65360	

107	Work Inspector (T/NT)	11	18660-62460	3	21200-65360	
108	Record Tracer	11	18660-62460	3	21200-65360	
109	Male/Female Nursing Orderly (2)	10	19160-64160	2	20600-63660	
110	Assistant Mechanic / Assistant Mechanic (Vul)	12	16890-56520	1	20000-61960	
111	Fieldman(Man Mazdoor)	12	16890-56520	1	20000-61960	
112	Ward Boy/Ward Girl	11	18660-62460	1	20000-61960	
113	Stores Attendant	12	16890-56520	1	20000-61960	
114	Attender	12	16890-56520	1	20000-61960	
115	Sweeper	12	16890-56520	1	20000-61960	

## Annexure-II

### GOVERNMENT OF ANDHRA PRADESH ABSTRACT

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

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

**G.O.RT.No. 566**

**Dated: 17-03-2020**

**Read the following:-**

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

\*\*\*\*

#### ORDER:

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

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

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

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

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

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

4. This order issues with the concurrence of Finance Department vide their U.O.No. FIN01-HR0PCTA(RPRC)/51/2019-PC-TA, dated:02.03.2020.

**(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)**  
**NILAM SAWHNEY**  
**CHIEF SECRETARY TO GOVERNMENT**

To

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

The Principal Finance Secretary to Government.

The Finance (HR-PC) Department.

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

The Accountant General, A.P., Vijayawada.

Copy to:

All the Departments of Secretariat.

All the Heads of Departments / Collectors & District Magistrates.

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

The Registrars of all the Universities in the State.

All the Recognised Service Associations.

The P.Ss to all Ministers.

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

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

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

### Annexure-III

#### RESPONSES TO THE QUESTIONNAIRE AND REPRESENTATIONS SUBMITTED TO THE PAY REVISION COMMISSION FROM THE EMPLOYEES/ASSOCIATIONS/UNIONS/ EMPLOYEES AND PENSIONERS OF PUBLIC TRANSPORT DEPARTMENT

1.	A.P. S.R.T.C. Employees Union, Vijayawada
2.	APPTD-National Mazdoor Union
3.	A.P. P.T.D. Abyudaya Employees Association, Vijayawada
4.	The P.T.D.Y.S.R. Employees Association, Vijayawada
5.	Y.S.R. Employees Federation, Vijayawada
6.	Y.S.R. R.T.C. Mazdoor Union
7.	Security Staff Welfare Association
8.	A.P.S.R.T.C. Class II Supervisors Association
9.	A.P.S.R.T.C. Officers Association
10.	Casual Karmee kulalkya Vedika
11.	A.P.S.R.T.C. Retired Employees Association, Vijayawada
12.	A.P.S.R.T.C. Retired Employees Association, Guntur
13.	A.P.S.R.T.C. Retired Employees Association, Hyderabad
14.	Sri Gurella Nageswara Rao, ADC., Kavali Depot.
15.	Sri B. Ravi Kumar ED Peshi
16.	Sri N. Venkateswara Rao, Assistant Engineer
17.	Sri P. Chandrababu, Senior Assistant, RM Office, Tirupathi
18.	Sri O. Dharmateja, Security Officer, Kadapa Zone
19.	Sri T. Srinivasulu, Deputy Superintendent, RM's Office, Tirupathi
20.	Sri C. Bala Bhaskar, Medipalli, Hyderabad
21.	Sri K. Harikrishna, Conductor, Kavali Depot
22.	Sri M.N. Simham, ADC, Kavali Depot

**ANNEXURE-IV**  
**SCHEDULE OF MEETINGS WITH ASSOCIATIONS/  
UNIONS OF PUBLIC TRANSPORT DEPARTMENT**

<b>Date</b>	<b>Time</b>	<b>Association/Union</b>
21.07.2020 TUESDAY	11.00 TO 12.00	EMPLOYEES' UNION
	12.00 TO 13.00	NMU ASSOCIATION
	15.00 TO 16.00	RTC OFFICERS ASSOCIATION
	16.00 TO 17.00	RTC SUPERVISORS ASSOCIATION
22.07.2020 WEDNESDAY	11.00 TO 12.00	YSR EMPLOYEES ASSOCIATION
	12.00 TO 13.00	SWF
	15.00 TO 16.00	KARMIKA PARISHAT
	16.00 TO 17.00	BWS ASSOCIATION
23.07.2020 THURSDAY	11.00 TO 12.00	RTC SECURITY STAFF WELFARE ASSOCIATION
	12.00 TO 13.00	RTC OFFICE STAFF WELFARE ASSOCIATION
	15.00 TO 16.00	YSR EMPLOYEES FEDERATION
	16.00 TO 17.00	APPTD ABHYUDAYA EMPLOYEES ASSOCIATION