

ACKNOWLEDGEMENTS

It is often said that Officers are reluctant to accept the job of a Pay Revision Commissioner as they are left with more enemies than friends at the end of the day. The employees feel that they did not get what they deserve, while the Government and the general Public feel that the Commission has been far too generous. Knowing this predicament, I was reluctant to accept the assignment, but could not decline due to the persuasive powers of Sri P.Ramakanth Reddy, IAS., Chief Secretary, who felt that I might be able to strike the right balance between the welfare of the employees and the well being of the general public. I am indebted to him for the faith he reposed in me.

Though the Pay Revision Commissioner is appointed by the General Administration Department, the entire support for successful completion of the task is provided by the Finance Department. I am grateful to Sri G.Sudhir, IAS., Prl.Secretary, Finance, Sri T.Satyanarayana Rao, IAS., Secretary, Finance, Sri I.Y.R. Krishna Rao, IAS., former Prl.Secretary Finance, Sri N.Ramesh Kumar, IAS., former Prl.Secretary, Finance, Sri Dinesh Kumar, IAS., former Prl.Secretary, Finance and Smt. Vasudha Mishra, IAS., Secretary, Finance for extending me full support to enable me to discharge my responsibilities efficiently and effectively and for making my stay in the Department comfortable.

Sri D.Chakrapani, IAS., who joined me as Prl.Secretary for the Pay Revision Commissioner has been a great asset and he undertook the task of analyzing the issues, identifying main concerns to be addressed and in providing me with the larger picture based on the experience he acquired by working in various Departments. I have found his insights valuable and they became inputs for arriving at reasonable conclusions. I am thankful to him for his valuable assistance.

I would like to place on record my sincere appreciation for the excellent contribution made by Sri E. Sathyanarayana Murthy, Officer on Special Duty (retired Addl.Secretary, Finance Department) who with his valuable experience of more than four decades in matters relating to pay and allowances has provided the back ground of the evolution of the Pay Structure and helped us in building a nice super structure on a solid foundation. Sri L.Raghava Rao, Consultant (retired Deputy Director, State Audit Department) who specialized in Allowances and Special Pay has done a thorough job of collecting the information on the allowances that are now being paid and the categories to whom they are being paid. We do hope that the information in our report will help the Finance Department to develop a manual on these items for future reference. The credit for the collation, thorough examination and bringing out the information on Special Pays and Other Allowances belongs to Sri L.Raghava Rao.

We have in Sri K.V.S.K.S. Papa Rao, Assistant Secretary and Sri K.V.Subrahmanyam, Accounts Officer, two experienced finance professionals who could quickly analyze the memoranda, list out issues for consideration and assist the Commission in eliciting the information and in focusing on problems requiring final resolution. I would like to thank them for long hours of labour that they had undertaken with devotion and attention to detail. They are in turn assisted by other officers and staff whose contribution has been extremely useful.

Sri P.K. Agarwal, IAS (Retd.) Executive Chairman, Arogyasri Trust provided valuable support to the Commission in working out an alternate scheme to the present medical re-imburement scheme for employees and pensioners and Dr. G.R. Reddy, Consultant, CESS assisted me in preparing the chapter on State Economy. Sri A.R. Jayaprakash, IAS.(Retd.), who had vast experience in matters concerning both Finance and Services had helped us on many occasions with his views, insights and suggestions that facilitated our understanding of the issue. We are grateful to all of them.

It is gratifying to note that some Secretaries and Heads of Departments attended in person the meetings convened by the PRC for examining the demands of the Associations and gave valuable suggestions. We thank them for the interest taken by them. We only wish that others had followed their example. Many were content to send their Superintendents dealing with service matters!

I would like to particularly record my deep appreciation for the support provided by Smt.K.Uma Devi, Private Secretary, and Sri Ch. Krishna, P.A., who have patiently and ungrudgingly worked on my drafts not once or twice but repeatedly and together were responsible for bringing out this Volume in its present shape. I would like to thank them for undertaking this task with cheerful disposition and with great expedition.

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