

NOTE TO VOLUME II

It is the normal practice to examine the requests for revision of pay scales in Volume II of the Report. The requests for revision of pay scales are accordingly dealt with in this volume.

The existing pay scales are indicated in brackets clearly to bring out changes between the existing and revised scales.

The Commission examined various requests for revision of pay scales. While examining the proposals, we came across certain related and similar categories and those cases have also been examined irrespective of receipt of request. We revised the pay scales of certain categories where we are convinced that there is justification to do so. In other cases, we assigned corresponding scale. In either case, the revised pay scale applicable to any category will be as indicated in the Departmental Schedule of Volume III.

Where there is no discussion on any category in volume II or if any post does not find place in the Departmental Schedule in Volume III, such category get corresponding scale as indicated in the Schedule I.

The term 'corresponding scale' mentioned in the column "Revised Pay Scale" of the Schedule against any category refers to the proposed scale of Schedule I of existing (2005) pay scale of such category.

The term 'Common Category' mentioned in Column "Revised Scale" of the Department Schedule against the category, refers to the proposed pay scale shown in the Common Categories against the existing (2005) pay scale of such category.

List of Abbreviation used

1. E.I. : Existing Incumbent
2. F.E. : Future Entrant
3. N.I.S. : Not included in the Schedule of 2005 Pay scales
4. (P) : Personal to the existing incumbent (s)
5. (Q) : Qualified
6. (U.Q.) : Unqualified

01. RAJ BHAVAN

Store Keeper	:	Rs.3850-8600
No. of posts	:	1

It is represented that the post of Store Keeper of the Government Household establishment is in the pay scale of Rs.3850-8600 and the category is in charge of the Main House Kitchen Stores, and has to maintain records / Stock Registers. The duties are of clerical in nature. Hence, the request for a Pay Scale of Rs.4825-10845 on par with Store Keeper under Common Category.

As per service rules, appointment to this category is made by direct recruitment and one must have passed 8th class.

This category is in the pay scales of Rs.2550-4550 and Rs.3850-8600 in 1999 and 2005 revisions. This category is having parity with Last Grade employee.

It is ascertained from the department that appointment to the above category is made from one of Attenders and it has been done conventionally from time to time. Hence this category cannot be compared with Store Keeper under Common Category, since the duties, responsibilities and qualifications differ. Therefore, parity with Attender is continued.

Tailor	:	Rs.3950-8815
No. of posts	:	2

Painter & Polisher	:	Rs.3950-8815
No. of posts	:	1

Plumber	:	Rs.4050-9050
No. of posts	:	1

Carpenter	:	Rs.4050-9050
No. of posts	:	1

Cooks	:	Rs.4050-9050
No. of posts	:	3

Butlers	:	Rs.4050-9050
No. of posts	:	4

Bearers	:	Rs.4050-9050
No. of posts	:	5

A request has been made for assigning a higher pay scale of Rs.5200-11755 to the Cooks/ Butlers on par with Technical categories under New Common Category. It has been pointed out that the institutions of Government of India and Government of Andhra Pradesh are offering catering courses. Hence those who have those qualifications may be treated as Technical category.

It is further stated that the above employees are retiring from service at the age of 58 years and thus are deprived of 2 years of service when compared to A.P. Last Grade Service categories.

As regards other categories i.e. Tailors, Plumber, Painter & Polishers, it is stated that even though they do not belong to Last Grade Service, they are getting pay scales of Rs.4050-9050 and Rs.3950-8815 which are nearer to the last grade service categories who are in the scale of Rs.3850-8600. Request is therefore for assigning a higher pay scale of Rs.5200-11755 on par with Technical categories under New Common categories.

Other Requests :

- a) For special pay or perquisites, for those Cooks/Butlers for discharging double duties, whenever their colleagues goes on leave or on tour along with HE the Governor.
- b) For enhancing Daily Allowance from Rs.100/- per day to Rs.500/- per day for tours within A.P. and for an enhanced Daily Allowance from Rs.125/- per day to Rs.600/- per day for tours outside the State.
- a) For Special Pays for the categories of Office Sub-ordinate (formerly known as Attender), Daffedar, Jamedar who are attached to Governor's Household, Raj Bhavan.

The issue of Special pays and allowances is dealt with in Volume-I.

The pay scales, qualifications and method of recruitment of various categories of Household staff of Governor's Secretariat are mentioned in the following table:

Category	1993	A.C. 1995	1999	A.C. 2004	2005	A.C. 2008	Method of Recruitment and Qualification
	(Rs.)						
Cooks	1475- 2675	--	2750- 5150	--	4050- 9050	--	<u>By Direct Recruitment/ By Promotion from Household Attendant :</u> Must have 3 yrs experience in cooking in reputed Hotel or 3 months training in cooking in reputed hotel.
Butlers	1475- 2675	--	2750- 5150	--	4050- 9050	--	<u>By Direct Recruitment/ By transfer of Household Attendant/ Bearer:</u> Must have passed the certificate Course in Resettlement & Counter service from a recognized Inst. or must have 3 yrs experience as a Butler.
Bearers	1475- 2675	--	2750- 5150	--	4050- 9050	--	<u>By Transfer from House hold Attendant:</u> Must have passed VIII class examination and by transfer from household attendant.
Tailors	1425- 2525	--	2650- 4850	--	3950- 8815	--	<u>By Direct recruitment:</u> Must possess a Trade certificate in Tailoring trade issued by ITI in the state or its equivalent or must have passed VIII

							class examination and must have 3 yrs experience in tailoring.
Painter & Polisher	1425-2525	--	2650-4850	--	3950-8815	--	<u>By Direct Recruitment:</u> Must possess a trade certificate in relevant trade issued by any ITI in the state or its equivalent.
Carpenter	1475-2675	--	2750-5150	--	4050-9050	--	<u>By Direct Recruitment:</u> Must possess a trade certificate in carpentry issued by ITI or must pass VIII class and must have 3 years experience in carpentry.

In case of Cooks, Butlers, the Commission elsewhere in the report under department of Protocol, has recommended a uniform pay scale for Cooks and Butlers working in Raj Bhavan, Department of Protocol and also A.P. Guest House, New Delhi. Accordingly the Commission recommends the pay scale of Rs.9460-27700(Rs.5470-12385) for Cooks and Rs.7960-23650 (Rs.4595-10285) for the category of Butler. In case of Bearer, the Commission recommends the scale of Rs.7960-23650 (Rs.4595-10285) on par with Butler.

The categories of Tailors, Painter & Polisher and Carpenter come under new common category. However, the department has to initiate action for revival of new common category pay scale based on the guidelines laid down in G.O. (P).No. 508, Finance(P.C.I) Department, dated 10/06/2004. Till such time, the Commission recommends the corresponding scales for the above categories.

In the mean while, the corresponding pay scales are allowed to the categories of Tailor, Painter and Polisher, Plumber and Carpenter.

Garage Supervisor : **Rs.4595-10285**
No. post : 1

Represented that garage Supervisor was allowed pay scales of Rs.3130-6550 and Rs.4595-10285 in 1999 and 2005 revisions, while Driver

was allowed pay scales of Rs.2990-5810 and Rs.4370-9775. The Garage Supervisor is a Supervisory post over the post of Driver.

The pay scale of Driver was enhanced to Rs.4595-10285 based on the recommendations of O.M.C. As a result of which, both the Superior and Subordinate posts of Drivers of Governor's Secretariat carry the same scale of Rs.4595-10285.

Hence, the request is for a higher pay scale of Rs.5200-11755 and also for special pay of Rs.350/- p.m.

According to the Service Rules, appointment to the post is made by promotion from Driver in the department. The qualifications prescribed are one must have passed VIII class and one must possess driving license to drive Motor Cycle or its equivalent licence with 2 years experience.

In 1978, 1986, 1993 and 1999 revisions, the category of Garage Supervisor was assigned pay scales of Rs.450-700, Rs.860-1470, Rs.1665-3200 and Rs.3130-6150, whereas Driver was assigned pay scales of Rs.410-625, Rs.810-1420, Rs.1595-3020 and Rs.2990-5810.

In 2005 revision, this category was assigned a higher pay scale of Rs.4595-10285 and Driver was assigned a pay scale of Rs.4370-9775. The pay scale of Driver was enhanced from Rs.4370-9775 to Rs.4595-10285 based on the recommendations of One Man Committee. As a result of this, the anomaly has arisen when both the feeder and promotion categories were assigned the scale of Rs.4595-10285.

At present, this category is not having Special Pay., however the Drivers are having a special pay of Rs.275/-p.m.

The Commission, therefore, recommends a pay scale of Rs.9460-27700 (Rs.5470-12385) to the category of Garage Supervisor.

The request for Special Pay is dealt in Chapter relating to Special Pay.

Senior Assistant (C.C.)	:	Rs.6195-14175
No. of posts	:	3
Assistant Section Officer	:	Rs.6675-15500
No. of posts	:	4

It is stated that the Governors Secretariat consists of two wings namely Secretariat Section and Household Section. The Staff of Secretariat Section are governed by Secretariat Service Rules and the Household Staff are governed by Ministerial Service Rules. Though the rules are different, both

the wings are placed under the administrative control of the Secretary to Governor.

It is further stated that in the 1999 revision, Senior Asst. in Governor's Household Section was allowed the scale of Rs.4550-9600 on par with Asst. Section Officer in Governor's Secretariat Section. In 2005 revision, this category was shown under common category and assigned a lower pay scale of Rs.6195-14175, whereas Assistant Section Officer was assigned a higher pay scale of Rs.6675-15500 . Hence request is for pay scale on par with Asst. Section Officer.

According to service rules, appointment to this category is made by promotion from the category of Junior Assistant / Record Assistant / Telephone Operator and a pass in Accounts Test for Sub-ordinate Officers part-I.

Senior Assistant of Governor's Household Establishment is having parity with Asst. Section Officer in successive revisions as indicated below :

Pay Revision Commission	Senior Assistant (Rs.)	Asst. Section Officer (Rs.)
1978	575-950	575-950
1986	1230-2330	1230-2330
1993	2375-5040	2375-5040
1999	4550-9600	4550-9600

The Commission notes that the posts of Senior Assistant and Assistant Section Officer were on par till 1999 Pay Revision and it was disturbed in 2005 only. The Commission restores earlier parity.

The Assistant Section Officers in Raj Bhavan are on par with the Assistant Section Officer in Secretariat. The Commission assigned the pay scale of Rs.12910-36700 to the Assistant Section Officer in Secretariat. Maintaining the parity the Commission assigns the pay scale of Rs.12910-36700 corresponding to the pay scale of Rs.7385-17475 to the Assistant Section Officer/Senior Assistant in Raj Bhavan.

Assistant Comptroller : **Rs.8385-19125**
 No. of posts : 1

Represented that Assistant Comptroller has to attend to arduous and onerous duties which are both general and executive in nature. He has to keep in constant liaison with VIPs at all times of day/night and also exercises control over the household staff and large number of Class IV employees. Hence the request is for a pay scale of Rs.9285-21550 on par with Section Officer.

According to the Service Rules, appointment to the post is by promotion from the post of Accountant in Governors Household of the Andhra Pradesh Ministerial Service / by transfer on tenure basis of Section Officer of the Andhra Pradesh Secretariat service /by transfer on tenure basis of an Assistant Director of Department of Protocol /by transfer, on tenure basis of Superintendents of other Heads of Department of the Andhra Pradesh Ministerial Service / By transfer on tenure basis from any other Government Departments in the first Gazetted category. One must have passed the Accounts Test for Sub-ordinate Officers Part-I and Part-II.

This category was in the pay scale of Rs.1550-3050 in 1986 revision on par with Section Officer, In 1993 revision, a corresponding pay scale of Rs.2930-5960 was assigned. The above category did not represent to the pay revision Commissions 1999 and 2005. Corresponding pay scales of Rs.5640-11300 and Rs.8385-19125 were assigned.

The post of Assistant Comptroller is equivalent to the Assistant Director in the Department of protocol who is in the scale of Rs.9285-21550. It is a promotion post to the category of Accountant who is on par with Superintendent. The Commission while dealing with the request of the Assistant Director in Protocol Department has examined the request and came to the conclusion to assign the scale of Rs.10285-24200 to him. It is also recommended there in that the above scale is also applicable to similar categories in Raj Bhavan. The Commission accordingly recommends Rs.18030-43630 which corresponds to Rs.10285-24200 to the category of Assistant Comptroller in Raj Bhavan as against the pay scale of Rs.8385-19125.

Section Officer : **Rs.9285-21550**
No. of Posts :

These posts are on par with the Section Officer in Secretariat. The Commission assigns the pay scale of Rs. 18030-43630 to the Section Officer in Secretariat. Maintaining the parity the Commission assigns the pay scale of Rs. 18030-43630 corresponding to the pay scale of Rs10285-24200 to the Section Officer in Raj Bhavan as against the pay scale of Rs.9285-21550.

Assistant Secretary to Governor: **Rs.12385-27750**
No. of posts : 1

Liaison Officer : **Rs.12385-27750**
No. of posts : 1

At present, the post is upgraded to that of Deputy Secretary as personal to incumbent and the post is kept in abeyance. Originally the post is on par with the Assistant Secretary to Government in Secretariat. The Commission

assigned the pay scale of Rs.23650-49360 to the Assistant Secretary to Government in Secretariat. On restoration of the post of Assistant Secretary to Governor, the pay scale of Rs.23650-49360 corresponding to the pay scale of Rs.13390-28500 may be assigned to the Assistant Secretary to Governor as against the pay scale of Rs.12385-27750. The enhancement is applicable to the Liaison Officer who is in on par with the Assistant Secretary to Governor.

02. LEGISLATURE SECRETARIAT

Translator (Telugu/Urdu) : Rs.7770-18575
No. of Posts : 7

Assistant Telugu Translator : Rs.7770-18575

The above two categories have been discussed in Common Categories.

Assistant Section Officer : Rs.6675-15500
No. of posts : 4

These posts are on par with the Assistant Section Officer in Secretariat. The Commission assigns the pay scale of Rs.12910-36700 to the Assistant Section Officer in the Secretariat. Maintaining that parity, the Commission assigns the pay scale of Rs.12910-36700, corresponding to the pay scale of Rs.7385-17475 to the Assistant Section Officer in Legislature Secretariat as against the pay scale of Rs.6675-15500.

Reporter : Rs.9285-21550
No. of Posts : 48

It is stated that the Reporter has to pass the short hand test of 180 w.p.m. English. It was also stated that the Reporter was assigned a higher pay scale in the erstwhile Hyderabad Government. This category was assigned a higher pay scale of Rs.300-600 in 1974 revision, whereas Section Officer was assigned a lower pay scale of Rs.250-500. In subsequent revisions, they were equated with Section Officer. The Court Masters and Private Secretaries to Secretaries who are having qualification of 120 w.p.m. in English Shorthand are also equated with Reporters. The promotional opportunities are also bleak and they stagnate in the same category. Hence, the request is for allowing service weightages. The request is also for parity with Reporters of Parliament and to assign a higher pay scale of Rs.15600-39100.

Other requests are for sanction of Rs.750/- per month as special pay for having higher technical qualifications, restoration of Class-I special pay, sanction of Special pay of Rs.1000/- to the category of Chief Reporter, allowing DA and HRA on special pay, merger of special pay for fixation on promotion, modification of Automatic Advancement Scheme consisting of 6, 12,18 and 24 years and also for restoration of Family Planning Incentive Increment.

Another request is for sanction of advance increments for having Graduate and Post Graduate degree in Law, as is allowed in the High Court.

As per the service rules, the Reporters are appointed by direct recruitment or in special cases, by transfer from among the Assistant Telugu Translator of the State Legislature. If qualified and suitable candidates are not available, they are appointed by transfer from any other service. One must have passed the P.U.C or Intermediate. Preference is given to persons possessing higher general educational qualifications and to those who have passed the Shorthand(English) by the grade for which the rate of speed prescribed is not less than 180 words per minute and must have typewriting by higher grade.

This category was given the pay scales of Rs.530-1050 and Rs.800-1450 in 1974 and 1978 revisions, In 1986 revision, Rs.1550-3050 was assigned. This category represented to PRC 1993 seeking higher pay scale than Section Officer and Court Masters on the ground that they were having high speed of 180 w.p.m. in short hand and also 80 w.p.m. in Telugu. The PRC 1993 assigned a revised pay scale of Rs.3110-6380, keeping in view the nature of work This was a one stage improvement .

This category represented to PRC 1999 seeking parity with Reporters of other states and also Reporters of Parliament. However PRC recommended the corresponding pay scale of Rs.5980-12100 and observed that the existing parity with the categories in the Secretariat and High Court be continued.

This category represented to the PRC, 2005 seeking parity with Reporters of Parliament on the ground that the duties and responsibilities are similar and requested for higher pay scale of Rs.10000- 15200. The PRC while reiterating the observations of PRC 1999, assigned a revised pay scale of Rs.9285-19775 and gave one stage advancement, the same was modified as Rs.9285-21550 as per the recommendations of OMC.

Comparison with the categories of other States and Parliament is not appropriate. Such selective comparisons is not in order. This category is having parity with Section Officer of A.P. Secretariat and A.P. Legislature Secretariat. The Commission accordingly recommends for continuance of the existing parity and assigns the scale of Rs.18030-43630, which corresponds to Rs.10285-24200 to the category of Reporter as against the existing pay scale of Rs.9285-21550.

Other requests are dealt with in Volume-IV.

Section Officer : **Rs.9285-21550**
No. of Posts :

These posts are on par with the Section Officer in Secretariat. The Commission assigned the pay scale of Rs.18030-43630 to the Section Officer

in Secretariat. Maintaining the parity the Commission assigns the pay scale of Rs.18030-43630 corresponding to the pay scale of Rs.10285-24200 to the Section Officer in Legislature Secretariat as against the pay scale of Rs.9285-21550.

Assistant Secretary : **Rs.12385-27750**
No. of posts :

The post is on par with the Assistant Secretary to Government in Secretariat. The Commission assigned the pay scale of Rs.23650-49360 to the Assistant Secretary to Government in Secretariat. Maintaining the parity the Commission assigns the pay scale of Rs.23650-49360 corresponding to the pay scale of Rs.13390-28500 to the Assistant Secretary in Legislature Secretariat as against the pay scale of Rs.12385-27750.

Deputy Secretary : **Rs.16925-30765**
No. of Posts : 4

Joint Secretary : **Rs.21550-30765**
No. of Posts : 2

Additional Secretary : **Rs.25600-30765**
No. of Posts : 1

Special Secretary : **Rs.25600-30765**
No. of Posts : 1

Secretary to Legislature : **Rs.25600-30765**
No. of Posts : 1

It is represented that Legislature Secretariat is an independent body under the control and direction of Hon'ble Speaker. The Staff are working in different branches i.e., Administration, Questions, Legislation, Legislature Committees, hostels, Members Service, Accounts. The quantum of work and responsibility of the staff is different from Government, and promotional avenues in Legislature are very meager when compared to Secretariat. Further the staff are also working in various Standing Committees and have to accompany M.L.As during tours to other states. The staff has to arrange foreign tours of presiding officers to the different countries by carrying on correspondence with the Central Ministries of External Affairs, Home and Finance for necessary clearances.

In view of the above, the request is for pay scales of Lok Sabha for the categories of Deputy Secretary, Joint Secretary, Additional Secretary, Special Secretary and Secretary.

The post of Deputy Secretary to Legislature is filled in by promotion from Asst. Secretary and one must have a degree. Preference is given to those who have a degree in Law. The category of Joint Secretary is filled by promotion from Deputy Secretary. The remaining posts are filled by promotion from the lower categories.

The following other benefits have also been requested :-

- i) Payment of conveyance and out of pocket allowance equivalent to basic pay to each employee, during session days of the Legislature.
- ii) Payment of double the quantum of allowance now being paid to be Stenographers; P.S. to Secretary, reporters, Technical Staff, Special Secretary and Secretary.
- iii) Payment of Daily Allowance Rs.500/- per day whenever the Legislature Committees meet outside State Legislature.
- iv) Introduction of Performance Related Incentive Scheme (PRIS) in the Legislature Secretariat under which the employees are to be eligible for pecuniary remuneration over and above the pay.
- v) Travel entitlements to be paid on actuals on tour of the Legislature Committees

and

- vi) Reimbursement of Tuition fees to Rs.1000/- per child per month, subject to a maximum of two children.

The staff of Legislative Assembly and Legislature Council are having parity in the Pay Scales on par with the corresponding categories of A.P. Secretariat and the successive PRCs have been recommending Pay Scales on par with the staff of A.P. Secretariat. Comparison with the scale applicable to officers of Lok Sabha Secretariat is not in order.

The Commission accordingly recommends continuing the present parities with the corresponding categories of A.P. Secretariat.

Deputy Secretary	:	Rs.29200-53060 (Corresponding scale)
Joint Secretary	:	Rs.37600-54360 (Corresponding scale)

Additional Secretary	:	Rs.44740-55660 (Corresponding scale)
Special Secretary	:	Rs.44740-55660 (Corresponding scale)
Secretary to Legislature	:	Rs.44740-55660 (Corresponding scale)

Other requests are dealt with in Volume-I.

03. A.P. HIGH COURT

Assistant Section Officer : **Rs.6675-15500**
No. of posts : **89**

This post is on par with the Assistant Section Officer in the Secretariat. The Commission has improved the pay scale of Assistant Section Officer in the Secretariat. The Commission continues the parity and assigns the pay scale of Rs.12910-36700 (Rs. 7385-17475) to Assistant Section Officer of the Andhra Pradesh High Court against the existing scale of Rs.6675-15500.

Court Masters, Personal Secretaries to Hon'ble Judges and Secretaries to Registrars : **Rs.9285-21550**
No. of Posts : **134**

It is stated that the nature of duties of persons of this category are of an arduous nature as they have to work at the official residences of Honourable Judges both in the morning and evening and in open Courts through out the day. They also work on weekends and on public holidays.

It is further stated that a committee consisting of two senior Honorable Judges, recommended to the Government to grant the scale of pay of Rs.10845-22955. The existing scale of pay is Rs.9285-19775. The recommendations of the Committee were accepted by the Hon'ble Chief Justice and the Hon'ble Chief Justice recommended the scale of pay of Rs.10845-22955 for the above categories to the Government. The Government in their letter dt.13.2.2007 advised to refer the matter to the next Pay Revision Commission as the Pay Revision Commission is the appropriate authority for assigning the scale to any category.

The Association filed WP No.2167/2008 and the same was disposed of by a Division Bench of the Hon'ble High Court of Andhra Pradesh. In their orders dated 25-6-2008, the Hon'ble Judges had set aside the above orders dated 13-2-2007 and directed the Government to re-consider the matter, in consultation with the High Court of AP and arrive at a decision in granting the scale of pay of Rs.10845-25600 within a period of 3 months from the date of receipt of a copy of the order. Hence, the request is for a higher pay scale of Rs.10845-25600.

According to the Service Rules, appointment to the post is made by promotion from the post of Translators / Deputy Section Officer or by Direct recruitment or by transfer from any other service. For Direct recruitment, one

must hold a degree in Arts or Science or Commerce or Law and for appointment by promotion and transfer, one must have passed Accounts Tests for Executive Officers. Further, a pass in the Government Technical examination with a speed of 180 words per minute in Shorthand and Typewriting by the High Grade is a pre requisite for appointment under any method of recruitment.

The traditional parity of Court Master/Personal Secretaries to Hon'ble Judges and Registrars is with and Reporters of Legislative Assembly.

The Hon'ble Chief Justice constituted a Committee of two Judges to look into the request of the Court Masters and Private Secretaries to Hon'ble Judges to assign the pay scale of Rs.10845-25600. Though this Commission did not have the opportunity of seeing the Report of the Committee it seems to have distinguished this category from others in the High Court who are in the same pay scale like Section Officer, Scrutiny Officer, Court Officer and Accounts Officer. The Hon'ble Chief Justice accepted these recommendations. The Court Master and Personal Secretary to Hon'ble Judges/Registrars seem to have been treated as a distinct category by the Hon'ble High Court itself.

The Commission having regard to the recommendations of the Committee of two Judges assigns the pay scale of Rs.19050-45850 (Rs.10845-25600) only to the Court Masters, Personal Secretaries to Hon'ble Judges and Secretaries Registrars. They are now in the pay scale of Rs. 9285-21550. With the assignment of a new pay scale to this category, the traditional parity that the category had with the Reporter of the Legislature Secretariat gets severed. This scale is assigned exclusively to this category for which there is no parity in the Legislature or Secretariat. The Commission recommends amendment to Category 6 of Andhra Pradesh High Court Service Rules, 1975 to give effect to this development.

These recommendations are also applicable to the

- (i) Court Master and Personal Assistant of the Hon'ble Andhra Pradesh Administrative Tribunal,
- (ii) PA to Lok Ayukta, PA to Upa Lok Ayukta and PA to Registrar of the Institution of Lok Ayukta and Upa Lok Ayukta
- (iii) PS to Chairman , PA to Chairman and Court Masters of Special Court under Andhra Pradesh Land Grabbing (Prohibition) Act and
- (iv) P.A. to President and Court Master A.P. State Consumer Disputes Redressal Commission.

**Section Officers, Court Officers,
Scrutiny Officers,
Accounts Officer** : **Rs.9285-21550**
No. of Posts : 117

This post is on par with the Section Officer in the Secretariat. The Commission improves the pay scale of Section Officer in the Secretariat. The Commission continues the parity and assigns the pay scale of Rs.18030-43630 (Rs.10285-24200) to the Section Officer, Court Officer, Scrutiny Officer and Accounts Officer of the Andhra Pradesh High Court. This is against the existing scale of Rs.9285-21550.

Assistant Registrar : **Rs.12385-27750**
No. of Posts : 21

This post is on par with the Assistant Secretary to Government in the Secretariat. The Commission has improved the pay scale of the Assistant Secretary to Government. The Commission, therefore continues the parity and assigns the pay scale of Rs.23650-49360 (Rs.13390-28500) to Assistant Registrar of the Andhra Pradesh High Court against the existing scale of Rs.12385-27750.

04. ANDHRA PRADESH ADMINISTRATIVE TRIBUNAL

Computer Programmer : **Rs.4825-10845**
No. of posts : **3**

The request is for a pay scale of Rs.6675-15500 on par with Computer Operators in High Court, as the nature of duties of Computer Operators working in High Court and Computer Programmers in A.P.A.T are identical.

The Government created the 3 posts of Computer Programmers in the pay scale of Rs.1745-3420 vide G.O.Rt.No.2635 G.A.(SPF-B) Department, dated:10-06-1996. This is after the introduction of computers in the A.P. Administrative Tribunal in the year 1996 for modernization of system of accounting up gradation of daily cause lists of the Courts and other items of work. The posts were filled up by transfer of Typists in the computer cell of the A.P.A.T. It is stated that after the appointment of Computer Programmers, they are deprived of Special Pay of Rs.120/-per month to the post of Typist.

The Government rejected the proposal for assigning pay scale on par with Computer Operators of A.P. High Court. Aggrieved by the rejection of orders, the association filed O.A.No.6138/2005 in the Hon'ble A.P.A.T. for grant of same scale of pay which was attached to the Computer Operators in the High Court of A.P. The Hon'ble Tribunal had granted the following interim orders on 17-11-2005

“ Pending further orders, the respondents are directed to extend the scale to the applicants on par with the scales of pay of the Computer Operators in the service of High Court of A.P.”

The General Administration Department in Government filed stay vacation petition against the above Interim orders. It was disposed of in Review M.A. No.3220 / 2006 in O.A.No. 6138/2005, dated 27/10/2006 with the directions that the Interim orders already passed by the Tribunal dated 17-11-2005 be in operation till the final orders are passed by the Respondents. Thus, the matter is remanded back to respondents to re-examine the case of the applicants.

This category was assigned pay scale of Rs.1745-3420 and Rs.3290-6550 in the 1993 and 1999 revisions. The above category represented to the PRC,2005 seeking parity with Computer Operators in the High Court. It was not agreed by the Pay Revision Commission on the ground that there are no service rules for this category and as per the proforma information, the post was in the pay scale of Rs.3290-6550 in 1999 revision and recommended the corresponding pay scale of Rs.482510845.

No service rules have been provided to these posts even today. Coming to the post of the comparable post of the category of Computer Operator of A.P. High Court, it is in the existing scale of Rs.6675-15500. There are Service Rules. It is a promotion category for Assistants / Typist / Copyist / Telex Operator / Telephone Operator which are in the existing pay scale of Rs.4825-10845. The qualification is a degree, typewriting in higher grade PGDCA, CPC and Accounts.

The Commission notes that the service rules are not yet been issued for this post. But the Interim orders of the Tribunal dated 17-11-2005 are still in operation. Keeping in view above, the Commission recommends a pay scale corresponds to Rs. 8440-24950 (Rs.4825-10845) to this category till the Service Rules are issued. However, the applicants in the OA referred to above draw higher pay scale of Rs.11860-34050 (Rs.6675-15500) as personal to them. The Commission also advises the department to settle the matter of issuance of the service rules at the earliest.

Court Master	:	Rs.9285-21550
No. of posts:	:	10
Personal Assistant	:	Rs.9285-21550
No. of posts:	:	10

The Court Masters and Personal Assistants in the Andhra Pradesh Administrative Tribunal requested to assign the pay scale of Rs.10845-25600 along with a special pay of Rs.4,000/-per month. It is also requested to continue parity with the Court Masters and Personal Secretaries to Hon'ble Judges of the Andhra Pradesh High Court on the following grounds:

- (i) The service conditions, duties and responsibilities of the Court Master / Personal Secretaries of the Andhra Pradesh Administrative Tribunal are similar to that of Court Master / Personal Secretaries to the Judges of the Andhra Pradesh High Court.
- (ii) The Court Masters and Personal Assistants of the Andhra Pradesh Administrative Tribunal are carrying the same scales of pay as that of their counterparts in the Andhra Pradesh High Court.
- (iii) The duties to of the Court Masters and Personal Assistants include attending to the residential offices of the Hon'ble Chairman/ Vice Chairman / members daily including Second Saturdays, Sundays and other public holidays and take down dictation of Judgments, which is confidential in nature. In addition they attend to the personal work assigned by the

Hon'ble Chairman / Vice Chairman / Members. They have to maintain confidentiality of both the Judicial and administrative matters.

- (iv) The pay scale of Rs.9285-19775 assigned to this category is not commensurate with the duties being discharged by them and they also have graduation and possess shorthand qualification.
- (v) The Personal Secretaries of the Delhi High Court were given the pay scale of Rs.10,000-15,200/- from 1.1.1996.

The posts of Court Masters and Personal Assistants are filled by promotion from any category in the A.P.A.T. Non-Gazetted Service Rules or by Direct recruitment or by transfer or deputation from among the members of the A.P. High Court Service or from the A.P. Judicial Ministerial Service. The qualification is a degree and a pass in Shorthand and Type Writing by Higher Grade for any method of recruitment.

The pay scales of the Court Masters and Personal Assistants of the Andhra Pradesh Administrative Tribunal and Court Masters and Personal Secretaries to Hon'ble Judges/Registrars of the High Court from time to time are as under:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Court Masters and Personal Assistants of the Andhra Pradesh Administrative Tribunal	750-1300	1330-2630	3110-6380	5980-12100	9285-21550
Court Masters and Personal Secretaries of the Andhra Pradesh High Court	800-1450	1550-3050	3110-6380	5980-12100	9285-21550

In 1978 and 1986 Pay Revisions, the Court Master and Personal Assistant of the Andhra Pradesh Administrative Tribunal were in the lower pay scale than pay scale of the Court Masters and the Personal Secretaries to Judges and Secretaries to Judges of the Andhra Pradesh High Court. The Pay Revision Commissioner, 1993 equated the Court Masters and Personal Assistants of the Andhra Pradesh Administrative Tribunal with their counter parts in the Andhra Pradesh High Court observing that the duties are similar.

The Pay Revision Commissioners 1999 and 2005 maintained that parity. The Commission continues this parity.

The Commission improved the pay scale of the Court Master and Personal secretaries to Judges and Secretary to Registrar of the Andhra Pradesh High Court.

Continuing the existing parity, the Commission assigns the pay scale of Rs.19050-45850(Rs.10845-25600) to the Court Masters and Personal Assistants as against the existing pay scale of Rs.9285- 21550.

The parity with the Court Masters/Personal Secretaries to Judges of the Hon'ble AP High Court is continued and the parities with any other category is severed hence forth.

Court Officer	:	Rs.9285- 21550
No. of posts	:	20
Scrutiny Officer	:	Rs.9285- 21550
No. of posts	:	2
Section Officer	:	Rs.9285-21550
No of posts	:	5

This post is on par with the Section Officer in the Secretariat and similar categories in the Hon'ble A.P. High Court. The Commission improved the pay scale of Section Officer in the Secretariat. The Commission continues this parity and assigns the pay scale of Rs. 18030-43630 (Rs. 10285-24200) to the above categories against the existing scale of Rs.9285-21550.

Assistant Registrar	:	Rs.12385-27750
No. of posts	:	6

This post is on par with the Assistant Secretary to Government in the Secretariat and Assistant Registrar of the Andhra Pradesh High Court. The Commission improved the pay scale of the Assistant Secretary to Government. The Commission continues the parity and assigns the pay scale of Rs. 23650-49360 (Rs. 13390-28500) to Assistant Registrar of the Andhra Pradesh Administrative Tribunal against the existing scale of Rs.12385-27750.

Registrar	:	Rs.21550-30765
No. of posts.	:	1

It is represented that the A.P.A.T requested to Government for creation of Joint Registrar and the same was returned to them for resubmission of the same after submission of the report of the Pay Revision Commission. It is requested for the scale of Rs.25600-30765 on par with Registrars of A.P. High Court irrespective of the mode of appointment for the

post of Registrar. Whenever the District Judges are appointed either in the Tribunal or in the High Court, they carry their own scale of pay which are governed by Judicial Pay Revision Commission. If an internal candidate is selected he would be assigned the scale on par with Registrar of High Court (State Scale).

As per service rules, appointment to the post of Registrar, A.P.A.T is made by promotion from Deputy Registrar or by transfer or by deputation on a tenure basis for fixed term or from among members of A.P. State High Court service or A.P. State Higher Judicial Service or by Direct Recruitment. For Direct recruitment, one must be practicing as an Advocate for not less than 10 years. For the promotion/ transfer, one must have passed Accounts Test for Executive Officers.

Further the following the pay scales were assigned to the post of Registrar of A.P.A.T. and A.P. High Court in successive revisions:

Name of the category	1986	1993	1999	2005
	(Rs.)			
Registrar of A.P.A.T	3580-5380	7070-10100	13450-19150	21550-30765
Registrar of A.P. High Court	5000-6200	8140-10380	15475-19675	25600-30765
Joint Registrar of A.P. High Court	3580-5380	7070-10100	13450-19150	21550-30765

The nature and volume of the work in High Court differs from that of A.P.A.T.

As seen from the above, Registrar of A.P.A.T is having parity with Joint Registrar of A.P. High Court. Hence the existing parity with Joint Registrar of A.P. High Court may be maintained. The Commission accordingly recommends the scale of Rs.37600-54360 (Rs21550-30765).

06. ANDHRA PRADESH PUBLIC SERVICE COMMISSION

Assistant Section Officer : **Rs.6675-15500**
 (formerly known as Senior Assistant)
 No. of Posts : 150

It is represented that the work of Assistant Section Officers in APPSC is arduous in nature and they have to carry the question papers to District Head Quarters for conducting various APPSC examinations and bringing back the answer sheets to Head Quarters with utmost alertness.

Hence, the request is for a pay scale of Rs.7770-18575.

The Pay Revision Commissioner, 2005 assigned a revised pay scale of Rs.6675-15025 on par with Assistant Section Officer of Secretariat and observed that the present parity with the Secretariat be continued. The same has been modified to Rs.6675-15500 as per the recommendations of OMC. This category is feeder category for the post of Section Officer.

The Commission maintaining the parity established by the earlier Pay Revision Commission, assigns the pay scale of Rs.12910-36700 corresponding to Rs.7385-17475, to the Assistant Section Officer in the Public Service Commission as against the scale of Rs.6675-15500. This is also applicable to the Senior Stenographer who is on par with Assistant Section Officer of A.P.P.S.C.

The request for sanction of peshi Allowance to the Personal Assistants / Special Category Stenographers working in the peshi of Chairman and Members of APPSC is dealt with separately in Volume I.

The demand for sanction of Desk Allowance to Section Officer is dealt with separately in Volume I.

Section Officer : **Rs.9285-21550**
 No. of Posts : 75

These posts are on par with the Section Officer in Secretariat. The Commission assigned the pay scale of Rs.18030-43630 to the Section Officer in Secretariat. Maintaining the parity the Commission assigns the pay scale of Rs.18030-43630 (Rs.10285-24200) to this post as against the pay scale of Rs.9285-21550.

Assistant Secretary : **Rs.12385-27750**
 No. of posts : 23

The post is on par with the Assistant Secretary to Government in Secretariat. The Commission assigned the pay scale of Rs.23650-49360 to the Assistant Secretary to Government in Secretariat. Maintaining the parity the Commission assigns the pay scale of Rs.23650-49360 (Rs.13390-28500) to this post as against the pay scale of Rs.12385-27750.

Peshi Allowance to Personal Assistants / S.C. Stenographers :

These are separately dealt with in Volume I.

Desk Allowance to Section Officers :

With regard to the Desk Allowance to Section Officers in the Public Service Commission, the Commission is of the view that the duties of Section Officers of Public Service Commission are to conduct the examinations. The staff cannot seek special allowance for conducting examinations which is their normal activity. The Commission finds that there is no merit in their demand for Desk Allowance.

07. SECRETARIAT

The Secretariat is the seat of administration. It functions directly under the Council of Ministers. The Chief Secretary to Government who is the bureaucratic head of the State acts as the Cabinet Secretary. The Blue Prints for policies are drawn here. There are thirty one Departments of Secretariat. The activities of the Department of the Secretariat are supervised by the Secretary/Principal Secretary/Special Chief Secretary to Government. They report to the Chief Secretary to Government. All the Secretaries to Government are senior IAS officers except the Secretaries in Law Department who are Judicial Officers belonging to the cadre of the District and Sessions Judges. The Section in the Secretariat is the functional unit and is headed by the Section Officer. The Assistant Secretary to Government is the first supervisory officer reporting to the Deputy Secretary/Joint Secretary/Additional Secretary to Government. In the Finance Department, there is a post of Accounts Officer which is outside the channel of regular line of promotion. It is an intermediary category between Section Officer and Assistant Secretary.. The officers right from the Accounts Officer to the Additional Secretary to Government act as Desk Officers. The Section Officers report to the Desk Officers and the Desk Officers report to the concerned Secretary/ Principal Secretary to Government. Finance Department and Law Department constitute separate units for appointment and seniority. All other departments in Secretariat constitute the single unit.

The A.P. Secretariat Employees Federation represented that the Secretariat always occupies a distinct place in administration by virtue of policy making and overseeing the administration of entire State. In view of this, several Commissions have maintained the distinct nature of Secretariat in successive Pay Revisions. It is requested to continue this dispensation keeping in view the nature of duties, responsibilities and the level of functioning.

Responding to the Questionnaire from the Commission, the A.P. Secretariat Employees Federation came up with proposals like continuation of Master Scale, minimum and maximum pays of Rs.8500/- and Rs,73,720/-, improved Medical Reimbursement, liberalized pensionery benefits etc.

The requests for assigning suitable pay scales to various categories are discussed below and the other requests are dealt with in the relevant chapters in Volume – I.

Office Sub-ordinate	:	Rs.3850-8600
(Formerly known as Attender)		
No. of posts	:	773

Dafedar	:	Rs.3950-8815
No. of posts	:	21
Jamedar	:	Rs.4260-9520
No. of posts	:	126

The A.P. Secretariat Employees Federation has requested for assigning a higher pay scale to the Officer Subordinate starting from Rs.8500/- as he has to work with the Peshies of Ministers and Secretaries. In the Secretariat, all cadres are different from the cadres functioning in the State. Following the above pattern, it is requested to assign distinct pay scales from the scales assigned for similar categories under Common category. Higher pay scales starting with Rs.9960/- and Rs.11205/- are sought for the posts of to Dafedar and Jamedar respectively.

The A.P. Secretariat Class-IV Employees Central Association has requested to assign a scale of Rs.10500-26400 to Office Sub-ordinates, Rs.10815-27150 to Dafedars and Rs.11790-29595 to Jamedar.

All these posts are governed by the Andhra Pradesh Last Grade Service Rules. These posts are carrying the pay scale as applicable to similar categories under Common Categories for a large number of years. The variation in the scales of the Secretariat employees compared to their counterparts outside the Secretariat is based on the difference in the quality of work turned out in Secretariat compared to the what is turned out at District Offices and offices of the Heads of Departments.

The duties and responsibilities of these categories are similar to the duties and responsibilities of their counter parts in the offices of the Heads of Departments, District offices and moufisol Offices. We, therefore, see no reason to assign scales different from those obtaining in other offices and therefore suggest their continuance in the Common Category.

Accordingly, the following pay scales are assigned to these categories:

Office Sub-ordinate	:	Rs.6700-20110 (Rs.3850-8600)
Dafedar	:	Rs.6900-20680 (Rs.3950-8815)
Jamedar	:	Rs.7520-22430 (Rs.4260-9520)

Roneo Duplicating Operators	:	Rs.4260-9520
No. of posts	:	37
Xerox Operator	:	Rs.4260-9520
No. of Posts	:	9
Record Assistant	:	Rs.4260-9520
No. of Posts	:	157
Shroff	:	Rs.4370-9775
No. of Posts	:	8

The Roneo Duplicating Operators and Xerox Operators requested for assigning a higher pay scale starting with Rs.12125/- as they have to work usually out of office hours and some times very late at night like Drivers. This is particularly so at the time of State Legislature sessions and during the meetings of council of Ministers. It is also represented for enhancement of special pay from the present rate of Rs.75/- to Rs.300/- per month. The further request is to sanction holiday turn duty allowance on par with Govt. Drivers and a Medical Allowance at the rate of Rs.500/- per month. In respect of Record Assistants it is requested to assign a higher pay scale starting with Rs.12125/- with the Special Pay of Rs.500/- per month.

In respect of Shoroff it is requested to assign a higher pay scale starting with Rs.13115/- with a a special pay of Rs.500 P.M. as he has to deal with cash and cash disbursement nearing to Rs.5 lakhs a day.

All the above posts are governed by the A.P. General Subordinate Service. All these posts are have the pay scales as applicable to the Common Categories.

The duties of these categories are similar to the duties of the posts in the office of the Heads of Departments and at other offices. The logic that they have to deal with senior IAS Officers and Ministers has no relevance..

The Commission sees no reason to allow special dispensation in respect of these categories. The recommendations relating to the Common Category posts will hold good.

Other requests for enhancement of Special pay and Holiday turn duty allowance are dealt with separately in volume-I.

Lift Operator	:	Rs.4370-9775
No. of Posts	:	30

It is requested for assigning a higher pay scale starting with Rs.12125 /-. It is also requested to enhance the present holiday allowance of Rs.25/- a day to Rs.100 with one compensatory leave.

These categories are governed by the A.P. General Subordinate Service Rules. These posts are carrying the pay scale as applicable to similar categories under Common Categories. The Commission maintains that parity and assigns corresponding scale of Rs.7740-23040 (Rs.4370-9775).

It is noticed that the work is attended to by outsourcing. We recommend for abolishing the posts as and when the existing incumbent vacates the post.

The request for Special Pay is dealt with in the relevant chapter of Volume-I of the report.

L.V. Driver	:	Rs.4595-10285
No. of Posts	:	148

Head Driver(GAD)/ Senior Driver (Finance)/ Supervisory Driver	:	Rs.5200-11755
No. of Posts	:	8

Garage Supervisor (Raj Bhavan)	:	Rs.4595-10285
No. of posts	:	

It is requested that a higher pay scale starting from Rs.13115/- be assigned to the category of Driver (LV) in view of their specialized duties and late hours that they have to put in. The drivers have to attend work on holidays and on festivals. It is also requested for categorizing them as technical. The drivers also stagnate in their posts for want of promotional channel.

The Senior Drivers the requested for pay scale starting with Rs.17955

Keeping in view the limited promotion opportunities, Government issued orders in G.O.Ms.No.127, General Administration (Services-B) Department, dt.22-4-2004, creating the post of one Senior Driver (LV) for every ten posts of Drivers (LV) by upgrading one of the existing posts in the department of Secretariat, in the offices of Heads of Departments and in the District subordinate offices in the pay scale of RS.3550-7150.

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

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Driver (LV)	80-160	240-420	410-625	810-1420	1595-3020	2990-5810	<u>4370-9775</u> 4595-10285*
Driver (HV)	90-192	260-450	450-700	950-1670	1875-3750	3550-7150	5200-11755
Supervisory Driver						3550-7150	5200-11755
Head Driver GAD				810-1420	1595-3020	2990-5810	4595-10285
Garage Supervisor				860-1470	1665-3200	3130-6150	4595-10285

*improved by One Man Commission

The Head Drivers in G.A.D., Supervisor Driver, Finance Department and Garage Supervisor look after the maintenance of all the vehicles under their department (s).The Drivers (H.V.) and Supervisor Driver are now in the scale of Rs.5200-11755. The duties of Head Driver in G.A.D., Garage Driver in Raj Bhavan and Supervisor Driver, Finance Department are supervisory. They also drive vehicles as and when the need arises. Therefore, the Commission assigns a uniform scale of Rs.9460-27700 (corresponding to 5470-12385) to the Supervisory Driver, Head Driver and Garage Supervisor.

In respect of Driver (LV) and Senior Driver the recommendations relating to the Common Category posts hold good.

D.R.T Assistant : **Rs.4595-10285**
No. of Posts : 75

It is represented that this is a promotion post to the categories of Record Assistant, Lift Operator and the nature of duties and responsibilities are similar to that of Assistant. It is requested to assign a revised and higher pay scale starting with Rs.17955/-. The other requests include:

- (i) To assign the Pay scale of Typist-cum-Assistant (Rs.5470-12385) and also to provide promotional opportunity to the post of Assistant Section Officer.

- (ii) To allow the Special Promotion Post scale on completion of sixteen years of service on plea that they do not have promotional opportunities
- (iii) To change the nomenclature of the post of DR&T Assistant as "ASSISTANT" on the ground that the duties discharged by DR&T Assistants are the same as those of Assistants.

The post of Assistant (Dispatch, Records and Tappals) is filled by transfer among full members or approved Probationers in the Andhra Pradesh General Subordinate Service, A.P. Last Grade Service. The feeder categories have been divided into three groups as indicated below:

- Group I - Lift Operator, Motor Cycle Messenger, Drivers, Xerox Operators and Shroffs.
- Group II - Record Assistants, Roneo Duplicating Operators.
- Group III - Office Subordinates, Chowkidars, Sweepers, Scavengers and other categories in the A.P. Last Grade Service in the Secretariat.

The appointments among the above groups will be in the ratio of 1:2:7. The qualification for the post are minimum General Educational Qualifications and five years of regular service in the respective categories. The promotion for them is Typist cum Assistant including Telex Operator. The Assistants (Dispatch, Records and Tappals) appointed prior to 30-6-2001 are eligible for appointment to the post of Typist cum Assistants if they pass the competitive examination of Degree standard conducted by the Andhra Pradesh Public Service Commission. Those who were recruited after that date have to possess the qualification of Graduation and a pass in the Government Technical Examination in Typewriting by Higher Grade in Telugu on Government Standard Key Board.

The category of DR&T Assistant was created in the pay scale of Rs.410-625 in 1978 Scales of Pay. The Pay Revision Commissioner, 1986 improved the pay scale by one step and assigned the scale of Rs.810-1420. Pursuant to the recommendations of the Anomalies and Regrouping Committee, 1990, this was further improved by one more stage giving the scale of Rs.860-1470. The 1993 and 1999 Pay Revision Commissioners assigned corresponding scales. In the light of recommendations of the Anomalies Committee 2004, the pay scale was improved by Rs.3130-6150. The Pay Revision Commissioner 2005 improved the pay scale by one stage.

All most all the DR&T Assistants could not get promotion as Typist cum Assistants for want of qualifications. They are also not in a position to

get the Automatic Advancement Grades beyond Special Grade. It is requested to allow special dispensation to the DR&T Assistant and assign Special Promotion Post Scales. The request is examined under the relevant chapter in Volume I. A higher scale is sought on the plea that they have stagnated and could not get even automatic advancement grades beyond Special Grade scales.

The Commission notes that the DR&T Assistants have stagnated though there are number vacancies in the promotion category of Typist cum Assistants. The Commission is of the view that it is not a valid reason for claiming higher scale of pay. Accordingly, the Commission assigns a pay scale of Rs.7960-23650 (Rs.4595-10285).

Assistant	:	Rs.4825-10845
No. of Posts	:	10
Telephone Operator	:	Rs.4825-10845
No. of Posts	:	15
Typist	:	Rs.4825-10845
No. of Posts	:	3

The Association has requested the pay scale starting with Rs.17955/- for all the above posts.

There is no further recruitment to posts of Assistant and Typist. The post of Telephone Operator is filled by conversion of Typist-cum-Assistant or Assistant or Junior Stenographer or Typist and if no qualified/suitable candidate is available, by direct recruitment. The qualifications prescribed are the minimum general education prescribed i.e., S.S.C. in the Schedule to General Rules and a certificate issued by the District Manager, Telephones, Hyderabad that the candidate has sufficient knowledge and experience to operate the Telephone Exchange.

The posts of Assistant and Typist are vanishing categories. Similarly, the role of the Telephone Operator is diminishing with the advent of electronic extensions. The existing parity of these posts is with Junior Assistant.

The commission continues this parity and accordingly assigns a pay scale of Rs.8440-24950 (Rs.4825-10845) on par with the Junior Assistant.

Typist-cum-Assistant	:	Rs.5470-12385
No. of Posts	:	89

Junior Stenographer : **Rs.5470-12385**
 No. of Posts : 31

The association contends that the post of Typist-cum-Assistant is filled in through Group-II competitive examination under Direct Recruitment. He discharges dual duties of Typist and Assistant. The Junior Stenographer assists the junior level Officers in maintaining and registering files, taking dictations etc. It is requested to assign a higher pay scale starting with Rs.17955/- keeping in view the duties and responsibilities attached to the post.

This post of Typist cum Assistant is filled in by direct recruitment or by transfer of Junior Assistants, Typists or Junior Stenographers from the offices of Heads of Departments. These posts are also filled in by promotion of Assistants (DRT) by conversion of Assistants, Junior Stenographer, Typist or Telephone Operator in Secretariat. The further channel is by transfer from the categories in the General Subordinate Service and Last Grade Service of the Secretariat. The minimum qualifications are a Bachelor's degree and pass in the Government Technical Examination in Telugu Typewriting by the Higher Grade. However for categories in General Subordinate service rules and last grade service appointed prior to 30-11-1981, one must possess S.S.C. and a pass in a competitive examination of Intermediate standard held by the APPSC, in addition to Typewriting not less than 5 years of service.

The post of Junior Stenographer is filled by direct recruitment and by conversion from the categories of Assistant, Typist-cum-Assistant, Telephone Operator or by promotion of Assistant (DRT) with the prescribed qualifications. The qualifications prescribed are a Bachelor's degree and pass in Government Technical Examination in Shorthand and Typewriting by Higher Grade in Telugu with certain provisos in respect of this requirement.

The pay scales attached to this post from time to time are as indicated below:

1978	1986	1993	1999	2005
(Rs.)				
425-650	910-1625	<u>1745-3420</u> 1975-4010 *	3750-7650	5470-12385

* improved in pursuance of the recommendations of the High Power Committee.

Of late there is no recruitment to the posts of Typist cum Assistant. All most all the Typist cum Assistants have been promoted as Assistant Section Officers. The cadre strength of this category is minimal. This is true of Junior Stenographer .

Keeping in view the existing relativities and parities the Commission assigns the corresponding pay scale of Rs.9460-27700.

Assistant Section Officer	:	Rs.6675-15500
No. of Posts	:	1196
Senior Stenographer	:	Rs.6675-15500
No. of Posts	:	72

It is represented that the Assistant Section Officer in Secretariat is an important functionary in Secretariat. He initiates action on the proposals received from the Heads of Departments. Being the custodian of files, he monitors the movement of files. This is a feeder category to the posts of Section Officer. The Section Officer carries a scale of pay of Rs.9285-21550. It is stated that posts which form feeder category to the posts in the pay scale of Rs.9285-21550, are in the higher pay scale of Rs.7770-18575/ 8385-19125. It is therefore requested for sanction of a higher pay scale starting with Rs.26595/- (Revised). It is also requested to sanction a special pay of Rs.800/- per month to the Assistant Section Officers.

The post of Assistant Section Officer is filled in by direct recruitment or by promotion from the categories of Assistant and Typist or Junior Stenographer appointed prior to 8-3-1984; by transfer of Senior Assistants or equivalent from the offices of Heads of Departments. The minimum qualification is a Bachelor's Degree. In so far as Finance Department is concerned, the minimum qualification for all is a Bachelor's Degree in Mathematics, Economics or. Commerce. For Law Department Bachelor's degree in Law is a prerequisite.

The post of Senior Stenographer is filled in by direct recruitment and by promotion from Junior Stenographer. The qualifications prescribed are a Bachelor's Degree and pass in Government Technical Examination in Typewriting and Shorthand by Higher Grade either in Telugu or English and Typewriting and Shorthand by Lower Grade in the other language in which they do not possess the higher grade qualification.

The pay scales attached to this post from time to time are as indicated below:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
150-300	340-640	575-950	1230-2330	2375-5040	4550-9600	6675-15500

The Assistant Section Officer is the base for the structure of the Secretariat. He originates the file. He examines the proposal with reference to the relevant rules and precedents. The work is brisk during the Assembly sessions which results in stress and strain both physically and mentally. Though the cadre of Typist cum Assistant is not abolished Of late there is no recruitment to the category of Typist cum Assistants. Thus, the initial induction into Secretariat Service is at the level of Assistant Section Officer. There is an imperative need to have better quality of human resources and to compensate existing personnel adequately as it is the seat of the administration of the State. Accordingly, the Commission improves the pay scale of the Assistant Section Officer and assigns the pay scale of Rs.12910-36700 corresponding to Rs.7385-17475 to the Assistant Section Officer which is now carrying the pay scale of Rs.6675-15500.

The higher pay scale is also applicable to the Senior Stenographer in Secretariat, as well as Assistant Section Officer and Senior Stenographer in the Legislature, Andhra Pradesh High Court, Andhra Pradesh Consumer Disputes Redressal Commission, Andhra Pradesh Public Service Commission.

Special Category Stenographer : Rs.7770-18575
No. of Posts : 46

It is represented that the Special Category of Steno provides secretariat assistance to the middle level officers. It is represented to assign a higher pay scale starting with Rs.28770.

The post of Special Category Steno is filled in by promotion of Senior Stenographer who has not opted for the clerical line. The qualifications prescribed are a Bachelor's Degree and pass in Government Technical Examination in Typewriting and Shorthand by Higher Grade either in Telugu or English and Typewriting and Shorthand by Lower Grade in the other language in which they do not possess the higher grade qualification.

This post carries the pay scale as applicable to the Special Category Stenographer/Superintendent under Common Category. It is now proposed to assign a higher pay scale to the Superintendent in Common Category.

The Commission assigns the pay scale of Rs.14860-39540 as applicable to Special Category Stenographer/Superintendent under Common Category maintaining the existing equation. This corresponds to the scale of Rs.8385-19125.

Section Officer : Rs.9285-21550
No. of Posts : 594

Private Secretary to Secretary to Government	:	Rs.9285-21550
No. of Posts	:	110

It is represented that this is a promotion post to the category of Assistant Section Officer and he is head of a basic functional unit in the Secretariat. It is requested to assign a higher revised pay scale starting with Rs.28770/- and that it should be higher than that of the first level gazetted post in the Directorates.

As regards Private Secretary to Secretary to Government it is represented that he/she provides secretariat support to the Senior Officers of Secretary to Government/Principal Secretary to Government/Chief Secretary to Government and the person has to bestow special attention and care. Considering the confidential nature of duties and responsibilities in the Peshies of Secretaries / Principal Secretaries / Chief Secretary to Government, it is requested to assign a higher revised pay scale starting with Rs.39385/-.

The post of Section Officer is filled in by transfer of Assistant Section Officers / Special Category Stenos/ Superintendents in the A.P. Ministerial Service. In so far as Finance and Law Departments are concerned these are separate administrative units for the purpose of promotions. Hence, appointment is by transfer is confined to the Heads of departments or Directorates under the administrative control of Finance and Planning (Finance Wing) Department and the Superintendents (now Section Officers) in the A.P. High Court Service respectively.

The post of Private Secretary to Secretary to Government is filled in by promotion from the category of S.C. Stenographer or transfer of Section Officers of Secretariat who have shorthand and Typewriting (higher) qualification or by transfer of Personal Assistant to Chief Secretary who has put in four years of service and has passed Typewriting and shorthand by higher grade.

The pay scales of Section Officer and Private Secretary has been the same and evolved as follows over the last 40 years:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
300-600	<u>530-1050</u> 480-900*	800-1450	1550-3050	3110-6380	5980-12100	9285-21550

*Pay scale of the Private Secretary to Secretary to Govt.

The Section Officer is an important functionary in the Secretariat. It is the first level of supervisory cadre. He supplements the contribution of the Assistant Section Officer enabling the higher officials to take decisions. As already brought out in our discussion of the category of Assistant Section Officer, the Commission is inclined to improve the pay scale of the Section Officer. Accordingly, the Commission assigns the Revised pay scale of Rs.18030-43630 which corresponds to the pay scale of Rs.10285-24200.

The higher pay scale also applies to the Personal Secretaries to Chief Secretary, Special Chief Secretary, Principal Secretary, Secretary to Government in Secretariat, Section Officer of the Legislature, Andhra Pradesh High Court, Andhra Pradesh Administrative Tribunal, Andhra Pradesh Public Service Commission, Special Court under Land Grabbing (Prohibition) Act, which have established parities with Section Officer of the Secretariat.

Assistant Secretary to Government	:	Rs.12385-27750
No. of Posts	:	157
Deputy Secretary to Government	:	Rs.16925-30765
No. of Posts	:	44
Joint Secretary to Government	:	Rs.21550-30765
No. of Posts	:	21
Additional Secretary to Government	:	Rs.25600-30765
No. of Posts	:	8

It is represented that Assistant Secretary to Government is a promotion post to the Section Officer. He is the first supervisory officer and the policy note on the files is initiated from him and the duties relate to scrutiny, interpretation of rules and filing of counter affidavits etc. The Association has requested for assigning a higher revised pay scale starting with Rs.44305/-.

As regards the Deputy Secretary to Government it is represented that this is a promotion post to Assistant Secretary to Government in the Secretariat. This post is equal to many of the heads of the departments. Considering the supervisory and advisory nature of duties and responsibilities, the Association has requested for assigning a higher revised pay scale starting with Rs.51785/-.

It is stated that the Joint Secretary to Government is a senior position. His contribution and suggestions are helpful for the higher authorities in taking decisions. Keeping in view the important nature of duties and

responsibilities attached to the post, the request is for assigning a higher revised pay scale starting with Rs.58255/-.

The Additional Secretary to Government, it is represented, that this is the highest level non-cadre post in Secretariat. It is requested to assign the revised pay scale of Rs.60585-73720.

The post of Assistant Secretary to Government is filled in by promotion from the category of Section Officers, Section Officers (SC), Private Secretaries to Secretaries and Section Officers on O.D. as Accounts Officers(in Finance Dept.). In the Law Department, this category is filled by transfer of a member of State Judicial Service in the cadre of District Munsif. The post of Deputy Secretary to Government is filled by promotion from the Assistant Secretary to Government. The post of Joint Secretary to Government is filled by promotion from the category of Deputy Secretary to Government and the post of Additional Secretary to Government is filled in by promotion from the category of Joint Secretary to Government.

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

Category	1969	1974	1978	1986	1993	1999	2005
	Rs)						
Assistant Secretary to Government	600-1000	850-1425	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750
Deputy Secretary to Govt.	950-1400	1200-1800	1600-2200	2880-4930	5770-9260	10950-17575	16925-30765
Joint Secretary to Govt.	1150-1600	1400-1925	2000-2500	3580-5380	7070-10100	13450-19150	21550-30765
Additional Secretary to Govt.		2500/-	2500-2750	5000-6200	8140-10380	15475-19675	25600-30765

Keeping in view the well established relativities and parities the Commission assigns the following pay scales to these categories:

Assistant Secretary to Govt.	Rs.23650-49360 (Rs.13390-28500)
Deputy Secretary to Govt.	Rs.29200-53060 (Rs.16925-30765)
Joint Secretary to Govt.	Rs.37600-54360 (Rs.21550-30765)
Additional Secretary to Govt.	Rs.44740-55660 (Rs.25600-30765)

Posts specific to General Administration Department

Secretariat Central Library

Assistant Librarian		
Grade-III (GAD)	:	Rs.4825-10845
No. of Posts	:	1

It is represented that there are no promotional avenues for this category. He has to maintain and take care of upkeep of the library. Considering the duties it is requested to the assign the pay scale corresponding to Rs.6195-14175.

The post is filled by appointment by transfer from the category of Record Assistant and other categories in A.P. General Subordinate Service rules in the Departments of Secretariat in Single Unit or by transfer from any other equivalent category on tenure basis. This is filled by direct recruitment if suitable candidates are not available for appointment by promotion or appointment by transfer. One must possess Intermediate with a certificate in Library science.

This post was in the pay scale of Rs.3290-6550 in 1999 revision, the PRC 2005 recommended a corresponding scale of Rs.4825-10845.

The post is on par with Librarian Grade III in Zilla Grandhalaya Samasthas. The Commission keeping in view the qualifications prescribed for the post and mode of recruitment is convinced that the present equation need not be disturbed. Accordingly, the Commission assigns a pay scale of Rs.8440-24950(Rs.4825-10845).

Gazetted Librarian (GAD)	:	Rs.10285-24200
No. of Posts	:	1

It is represented that there are no promotional avenues for this category. He is in charge of the Secretariat Library. It is requested to assign a higher revised pay scale starting with Rs.33660/-keeping in view the important duties and the qualifications of graduation and diploma in library science qualification required for the post.

Orders were issued in G.O.Ms.No.90, Finance (SMPC) Department, dated : 12-4-2007, upgrading the existing post of Assistant Librarian Grade I in the Central Secretariat Library as Librarian (Gazetted) in the scale of Rs.10285-24200. The Service Rules were amended in G.O.Ms.No.153, GA (Ser-B) Dept.,dt:19.3.2008 to fill the post through transfer of same category

or by transfer on tenure basis from that category, subject to period of tenure extending beyond 3 years at a time.

The Commission assigns a corresponding scale.

Strictly Confidential Sections

Assistant Section Officer (SC) : Rs.7770-18575
No. of Posts : 23

Section Officer (SC) : Rs.10285-24200
No. of Posts : 12

It is represented that appointment to the posts in Strictly Confidential Sections is made through a written examination conducted by GA(SC) Department from the willing Assistant Section Officers/Section Officer with two years of service. The duties and responsibilities are dealing with intelligence reports, reports on law and order and other confidential files. Considering the specialized nature of duties and responsibilities, the request is to assign a higher pay scale starting with Rs.40960/- to the Section Officer and the pay scale of Rs.12840-39800. Another request is for sanction of 30% of basic pay as incentive as was allowed to the staff of Anti-Corruption Bureau, as the nature of duties and responsibilities are akin to Anti Corruption Bureau.

The post of Assistant Section Officer (S.C) is filled in by promotion from Assistant Section Officers in the departments of Secretariat except Finance and Planning (Finance Wing) and Law Department. The qualifications are a Bachelor's degree and pass in the Typewriting examination in English by the Lower Grade. If a person does not possess such qualification at the time of appointment, he or she shall acquire the said qualification during the period of probation and must have a minimum of five years of service in the category of Assistant Section Officer.

The post of Section Officer (S.C) is filled by transfer of Section Officers of the departments comprising the Single Unit and also by promotion from the category of Assistant Section Officer (S.C). For both the methods, one must possess a Bachelor's degree, and an experience of 2 years in case of Section Officer (Single Unit) and 5 years in case of Assistant Section Officer (S.C). Section Officers (Single Unit) can be considered for the above post after a written examination.

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

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Assistant Section Officer (SC)	250-500	430-800	700-1200	1330-2630	2600-5580	5000-10600	7770-18575
Section Officer (SC)	350-750	600-1100	900-1500	1810-3230	3310-6840	6350-13000	10285-24200

The above two posts are at present have parity with IB Assistant in Police Department and Assistant Administrative Officer. The duties of the above posts are altogether different and they attend to confidential matters. The qualifications are also higher than the qualifications prescribed for Assistant Section Officer and Section Officer.

The Commission elsewhere in this report recommended the scales of Rs.14860-39540 to IB Assistant and Rs.19050-45850 to the Assistant Administrative Officer.

Considering the nature of duties of these cadres in Secretariat, the commission recommends the following scales of pay duly maintaining the existing parity.

Assistant Section Officer (SC) : Rs.14860-39540
(Rs.8385-19125)

Section Officer (SC) : Rs.19050-45850
(Rs.10845-25600)

Posts Specific to Finance Department

Accounts Officer : **Rs.10285-24200**
No. of posts : 8

It is represented that Accounts Officer in Finance Department is outside the regular line of promotion. It is an intermediary post between Section officer and Assistant Secretary to Government. The appointment to the category of Assistant Secretary to Government in Finance Department is made based on the seniority in the category of Section Officer. The pay drawn in the category of Accounts Officer is not reckoned for purpose of fixation of pay in the higher category of Assistant Secretary to Government. It is requested to fix the pay in the category of Assistant Secretary to Government based on the pay drawn in the category of Accounts Officer on the analogy of fixation of pay of Section Officer in SC sections on promotion to the category of Assistant Secretary to Government and Accounts Officers on promotion as Assistant Secretary in Andhra Pradesh Public Service Commission.

The post of Accounts Officer is outside regular line of promotion to the post of Section Officer. Holders of these posts are treated as on Other Duty. The post is filled in by promotion from the category of Section Officer/Private Secretary to Secretary to Government.

The Commission is not in favour of the fixation of pay on promotion based on the pay drawn outside the regular line of promotion as they are contrary to the provisions of Fundamental Rules. Government may review any orders issued contrary to the Fundamental Rules and dispense with such practice. The Commission sees no reason to continue the posts of Accounts Officer in the Finance Department. He is performing the same duties and responsibilities as that of Assistant Secretary to Government. It is not beneficial to the individual employees as the pay drawn in the category is not reckoned as pay for purpose of fixation of pay on appointment to the category of Assistant Secretary to Government or the department is not gaining any additional advantage by having these posts. So, the department may take a view to convert these posts to the category Assistant Secretary to Government.

The present equation of this post is with the Accounts Officer in Treasuries and Accounts Department / Accounts Officer under Common Category. The Commission finds no reason to deviate from this well established equation and accordingly assigns a pay scale of Rs.19050-45850 which corresponds to the scale of Rs.10845-25660 on par with Accounts Officer in Treasuries and Accounts / Common Category.

It is also represented that the Staff and Officers of the Finance Department be assigned higher pay scales by one stage keeping in view the technical functions such preparation of Budget, watch on Ways and Means Position administering various financial rules which requires versatility in the financial procedures and rules. The Commission does not accept the contention and is not in favour of allowing any special dispensation exclusively to the Finance personnel.

These observations apply for the request relating to Special Pay also.

Posts specific to Law Department

Assistant Librarian (Law)	:	Rs.4260-9520
No. of Posts	:	1
Librarian (Law)	:	Rs.5750-13030
No. of Posts	:	2

It is represented that they are working as Librarians and Assistant Librarians in the Law Department and they possessed a Bachelor's Degree and Degree in Library Science. They have further represented that the qualification prescribed earlier is a Bachelor Degree with a Diploma in Library Science, as per G.O. Ms. No.455, General Administration (Services-B) Department, dated : 31.10.97. The above orders were modified in G.O. Ms.No.659, General Administration (Service B) Dept., dt.23.10.2008 prescribing a higher qualification for the above two posts. According to this, the Assistant Librarian / Librarian in Law Department must possess a Bachelor Degree and a Degree in Library Science from any recognized University. They have therefore requested a scale on par with Librarian in other departments i.e., Rs.7385-17475 for Librarian (Law) and a scale of Rs.6195-14175 on par with Asst. Librarian Grade II of Public Libraries Department.

The qualification prescribed for the post of Asst. Librarian in Law Department is that one should possess a Bachelor's Degree and Degree in Library Science from any recognized University and for the post of Librarian in the Law Department the method of recruitment is by promotion from the Assistant Librarian and if no persons are available by promotion from Assistant or TCA or Junior Steno, by transfer on tenure basis of a Librarian from Public Libraries Department. The qualification prescribed for the post of Librarian by method of promotion is also that one must possess a Bachelor's Degree and Degree in Library Science from any recognized university.

The Anomalies Regrouping Committee in 1990 while assigning the corresponding scale had suggested for revising the qualification for Librarian and Asst. Librarian to bring them on par with Typist and Asst. Section Officer so as to integrate them with the mainstream in the Law Department or prescribe a higher professional qualification for making them a distinct category on par with Librarians elsewhere. The request before PRC 1999 was for a higher scale on par with Section Officer. The PRC 2005 taking into consideration the rules issued in 1997, where the qualification prescribed is a Diploma in Library Science, had recommended the corresponding scale of Rs.5750-12955 for the post of Librarian.

In the case of Asst. Librarian in Law Department the request before P.R.C. 2005 is for a pay scale of Rs.10290-37800. The P.R.C. had however assigned the scale of Rs.4260-9520 for the posts of Assistant Librarian, Law Department, taking into account the qualification prescribed for the post.

It is thus seen that the qualifications for the post of Assistant Librarian and Librarian in Law Department have been improved on 23-10-2008 and brought on par with the qualifications of Assistant Librarian Grade-II and

Assistant Librarian Grade-I in the department of Public Libraries. The pay scale of the Assistant Librarian Grade II in Public Librarian Department is Rs.6195-14175 (now assigned corresponding scale by the Commission). The pay scale of the Assistant Librarian Grade-I in Public Libraries Department is Rs.7770-18575 (now improved by the Commission by one stage i.e., (Rs.8385-19125). Hence it is proposed to assign the same scales of pay to the Librarian (Law) and Assistant Librarian in Law Department. They thus will have the revised pay scales as mentioned below.

- | | | |
|------------------------------|---|--|
| 1. Assistant Librarian (Law) | : | Rs.10900-31550
(Rs.6195-14175) on par with
Assistant Librarian Grade-II
of Public Libraries Dept. |
| 2. Librarian (Law) | : | Rs.14860-39540
(Rs.8385-19125) on par with
Assistant Librarian Grade-I
of Public Libraries Dept. |

Translators	:	Rs.7770-18575
No. of posts	:	8

The observations in respect of this post under Common Category will hold good.

Assistant Draftsman (Law Department)	:	Rs.12385-27750
No. of Posts	:	2

Deputy Draftsman (Law Dept)	:	Rs.16925-30765
No. of posts	:	2

Draftsman (Law Department)	:	Rs.18025-30765
No. of Posts	:	1

It is represented to assign a pay scale of starting with Rs.44305/- to the Administrative Officer and Assistant Draftsman in Law Department and to continue parity with the Assistant Secretary to Government. In respect of Deputy Draftsman (Law Department) it is requested to assign a pay scale starting with Rs.51785/- and for Draftsman it is requested to assign a pay scale starting with Rs.53860/-.

As the post of Assistant Draftsman is filled by promotion from the category of Translator of Law Department. The qualification prescribed for

the post is a pass in Bachelor Degree in Law or an equivalent examination with the subjects of Civil and Criminal Procedure Codes and must have passed Translation Test conducted by the A.P.P.S.C. in the Telugu Language. One must have at least one year experience either in the Translation work or in Legislature drafting or both. The post of Deputy Draftsman is filled in by promotion from the category of Assistant Draftsman and the post of Draftsman is filled in by promotion from the category of Deputy Draftsman.

The Commission maintaining the existing relativities and parities assigns the following scales of pay to these categories:

Assistant Draftsman (Law Dept.)	:	Rs.23650-49360 (Rs.13390-28500 on par with Assistant Secretary to Govt.)
Deputy Draftsman (Law Dept)	:	Rs.29200-53060 (Rs.16925-30765 on par with Deputy Secretary to Govt.)
Draftsman (Law Dept.)	:	Rs.31550-53060 (Rs.18025-30765 one stage above Deputy Draftsman)
Secretary to Government (Non cadre)	:	Rs.25600-30765
No. of Posts	:	1
Secretary to Government (Law)	:	Rs.25600-30765
No. of Posts	:	1
Secretary to Government (Courts)	:	Rs.25600-30765
No. of Posts	:	1

The posts are filled in by transfer of Judicial Officers of the cadre of District and Sessions Judges. The Judicial Officers are governed by the National Judicial Pay Scales and do not come under the purview of this Commission.

09. COMMON CATEGORIES

General

The posts which are common in a number of departments are categorized as Common Categories. These are governed by common service rules such as Andhra Pradesh Last Grade Service, Andhra Pradesh Ministerial Service etc. The duties and responsibilities of all these posts are almost similar. The requests for revision of pay scales of these posts are being examined under Common Categories in view of their functioning.

The requests for the revision of pay scales of the various posts classified under Common Category are examined below:

Office Subordinate	:	Rs.3850-8600
(formerly known as Attender)		
No. of posts	:	
Watchman	:	Rs.3850-8600
No. of posts	:	
Sweeper	:	Rs.3850-8600
No. of posts	:	
Kamati	:	Rs.3850-8600
No. of posts	:	
Mali	:	Rs.3850-8600
No. of posts	:	
Malans	:	Rs.3850-8600
No. of posts	:	
Gardner	:	Rs.3850-8600
No. of posts	:	
Scavenger	:	Rs.3850-8600
No. of posts	:	
B.T. Attender	:	Rs.3850-8600
No. of posts	:	
Cycle Orderly	:	Rs.3850-8600
No. of posts	:	

Process Server	:	Rs.3850-8600
No. of posts	:	
Cleaner	:	Rs.3850-8600
No. of posts	:	
Farash	:	Rs.3850-8600
No. of posts	:	
Chainman	:	Rs.3850-8600
No. of posts	:	

All the above posts are in the first grade. In other words they carry the lowest pay scale. These posts are governed by the Andhra Pradesh Last Grade Service. These posts are to be filled in by Direct Recruitment and the qualification prescribed is a pass in Seventh Class.

These posts continue in the first grade. Accordingly, the Commission assigns equivalent pay scale of Rs.6700-20110.

Dafedar	:	Rs.3950-8815
No. of posts	:	
Jamedar	:	Rs.4260-9520
No. of posts	:	

These posts are also governed by the Andhra Pradesh Last Grade Service. The post of Dafedar is filled in by promotion from the category of Attender. The post of Jamedar is filled in by promotion of Dafedar or Attender.

Generally, Dafedars serve the middle level officers and Jamedars serve the senior officers. The Commission recommends the corresponding pay scale of Rs. 6900-20680 to the Dafedar and Rs. 7520-22430 to the Jamedar.

Record Assistant	:	Rs.4260-9520
No. of posts :		
Roneo Operator		
Duplicating Operator		
Xerox Operator	:	Rs.4260-9520
No. of posts	:	

It is stated that the post of Record Assistant belongs to the superior service and is governed by A.P. General Subordinate Service. The age of

superannuation for Record Assistant / Roneo Operator is 58 years whereas the age of superannuation is 60 years for Jamedar. But, the Record Assistants are assigned the pay scale of Rs.4260-9520, the pay scale applicable to the Jamedar. Another request is to assign the pay scale of Rs.4825-10845 on par with Junior Assistant. There was a further request from the Record Assistants of Municipalities that the ratio for appointment of Record Assistants to the post of Junior Assistant should be in proportion to their cadre strength. It is requested to upgrade the posts of Record Assistant as Junior Assistant.

These posts are governed by Andhra Pradesh General Subordinate Service Rules. The post is to be filled in by transfer of a person from Andhra Pradesh Last Grade Service in the concerned unit in the Department or transfer of the Roneo Duplicating Operator or Xerox Operator. The qualification is SSC or equivalent.

The pay scales of the Record Assistant / Roneo Operator from time to time are as mentioned below:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
90-192/ 80-160/ 70-130	180- 350	350- 550	780- 1275	1535- 2840	2870- 5470	4260- 9520

The contention is that the Record Assistant / Roneo Operator belongs to superior service and the Jamedar belongs to inferior service. The age of superannuation is higher for Jamedars than the age of superannuation for Record Assistants / Roneo Operator. The qualification for the Record Assistant is higher but the pay scale of the Record Assistant is same as that of Jamedar from inception. The counter argument is that there is a choice for those in the Last Grade Service to go as Dafedar / Jamedar or as Record Assistant. So, obviously, those in the Last Grade Service with SSC qualification prefer to move to the Superior Service with the knowledge that the age of superannuation is less but the pay scale of Record Assistant is the same as that of Jamedar. Thus, there is no case for Record Assistants to claim higher scale on that ground.

The Commission has looked into both the arguments. The Commissioner is convinced that exercise of option should not take away the merit in the arguments put forward by the Record Assistants who have higher qualification and have to retire at 58 instead of 60. Taking these factors into account, the Commission, assigns the pay scale of Rs.7740-23040 (Rs.4370-9775) to the category of Record Assistant / Roneo Duplicating Operator / Duplicating Operator which is presently in the pay scale of Rs.4260-9520.

As regards to the request of the Record Assistants of the Municipalities, it is pointed that fixation of ratio or up-gradation of posts does not come under the purview of the Pay Revision Commission.

Lift Operator : **Rs.4370-9775**
No. of posts :

Shroff / Cashiers : **Rs.4370-9775**
No. of posts :

The posts are governed by Andhra Pradesh General Subordinate Service. The post of Lift Operator is filled in by transfer of a person from the Andhra Pradesh Last Grade Service Rules or by Direct Recruitment. The qualification for Direct Recruitment is Tenth class and a wireman certificate issued by the Electrical Inspector Or practical experience of three years in Electrical Lift Operation. The qualification for recruitment by transfer is a certificate from any Electrical Supervisor in any Engineering Department of the State Government to the effect that the individual has adequate elementary knowledge of operating an electric lift and can attend to emergencies in operating the lift.

The post of Shroff is filled in by transfer of Record Assistant, Roneo Duplicating Operator, Xerox Operator or Lift Operator. The qualification for any method of recruitment is a pass in Tenth Class.

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

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
80-160	240-420	410-625	810-1420	1595-3020	2990-5810	4370-9775

The Commission finds no new grounds for assigning a higher pay scale. Accordingly, the Commission assigns a corresponding scale of Rs.7740-23040.

Driver (LV) : **Rs.4595-10285**
No. of posts :

Driver (HV) : **Rs.5200-11755**
No. of posts :

**Senior Driver/
Senior Driver(LV)** : **Rs.5200-11755**
No. of posts :

It is represented that the duties of Driver are laborious and arduous in nature. His duties start much earlier than the normal office hours and extend beyond office hours, more often till late night. The driver often forgoes holidays and even festivals particularly during Assembly sessions etc. Government recognized Driver as Technical category. The Driver (LV) used to get a pay scale which was one stage below Junior Assistant and with Special Pay the minimum of the pay used to be equal to the minimum of the pay scale of the Junior Assistant. Various service associations sought the following revised pay scales for the Drivers keeping in view its specialized nature of duties.

Driver (LV)	Rs.10285-30400/10360-37430/ Pay starting with Rs.14600/-
Driver (HV)	Rs.12325-32595/11600-38065/14300-37130
Senior Driver	Rs.14300-37130

The post of Driver (LV) including Motor Cycle Messenger and Auto Rickshaw Driver is filled in by transfer of a person of the Andhra Pradesh Last Grade Service in the concerned unit of the Department or by Direct Recruitment. The qualification for the post is ability to read and write Telugu and Urdu or English and possession of Light Motor Vehicle Driving Licence issued by competent authority with practical experience of driving motor vehicles for not less than three years with endorsement to drive Motor Cycle and Auto Rickshaw.

The qualification for the Driver Heavy Vehicle is ability to read and write Telugu and Urdu or English and possession of Light Motor Vehicle Driving License issued by competent authority and to drive a heavy motor transport vehicle, with practical experience of driving motor vehicles for not less than three years.

One post of Senior Driver was created for every ten posts of LV Drivers in the Departments of Secretariat, in the offices of the Heads of Departments as well as in the subordinate offices in the Districts, vide G.O. Ms. No. 127, General Administration (Services B) Department, dated 22-04-2004.

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

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Driver (LV)	80-160	240-420	410-625	810-1420	1595-3020	2990-5810	4370-9775 4595-10285*
Driver (HV)	90-192	260-450	450-700	950-1670	1875-3750	3550-7150	5200-11755

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Senior Driver/Senior Driver (LV)						3550-7150	5200-11755

*improved by One Man Commission

The Commission, keeping in view the earlier relativities and the improvement of the pay scale by the One Man Commission, assigns the following corresponding pay scales to these categories:

Driver (LV)	:	Rs.7960-23650
Driver (HV)	:	Rs.9200-27000
Senior Driver/Senior Driver(LV)	:	Rs.9200-27000

The other requests for revision of rates of Special Pay are dealt with separately under relevant chapters in Volume I.

Junior Assistant /Junior Stenographer

Typist/ Store Keeper Grade III

Assistant cum Typist

Telephone Operators : **Rs.4825-10845**

No. of posts :

The Junior Assistants in the Offices of the Heads of the Departments recruited through Group II Services Competitive examinations represented that their qualification is Graduation. The qualification for the Junior Assistant in the subordinate offices is only Intermediate. But, both the Junior Assistants in the offices of the Heads of the Department and the Junior Assistants in the subordinate offices are carrying the same scale of pay.

All the above posts are governed by the Andhra Pradesh Ministerial Service Rules. The post of Junior Assistant and Assistant cum Typist is to be filled in by Direct Recruitment, conversion of Assistant cum Typist/Telephone Operators, transfer of Record Assistants and other equivalent categories in Andhra Pradesh General Subordinate Service, Andhra Pradesh Last Grade Service. The qualification for Direct Recruitment of Junior Assistants in the offices of the Heads of Departments and Directorates is Graduation and in the other offices is Intermediate. The qualification for transfer is also Intermediate.

The post of Telephone Operator is filled by Direct Recruitment. The qualification is Intermediate or equivalent and a certificate issued by the

District Manager Telephones that the individual has sufficient knowledge and experience to operate the Telephone exchange.

The post of Junior Stenographer is filled by Direct Recruitment. The qualification is Intermediate and a pass in Government Technical examination in Typewriting and short hand by Higher Grade in the relevant language.

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

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
80- 160	250- 430	425- 650	910- 1625	1745- 3420	3290- 6550	4825- 10845

It is true that the qualification for the Junior Assistant in the offices of the Heads of Departments or Directorates recruited through Group II services is higher than the qualification of his counterpart in other Offices. The former are recruited through a State wide competitive examination while the Junior Assistants, Typists, Junior Stenographer, Assistant cum Typists in the subordinate office are recruited through District Selection Committees. However from inception, the Junior Assistants in the offices of the Heads of Departments are on par not only with their counterparts in the subordinate office but also with the Typists, Junior Stenographers etc. As such, the Commission feels that it is not feasible to distinguish between the Junior Assistants in the offices of the Heads of Departments on one hand and Junior Assistants in the moufissil offices, Typists, Junior Stenographers etc., on the other.

There is no change in the pattern of work and the nature of duties of these categories. The Commission is of the opinion that the existing pay scale is adequate and does not require any revision.

Accordingly, the Commission assigns the corresponding scale of Rs.8440-24950.

Publicity Assistant (formerly Cinema Operator)
Cinema Operator
Film Operator
Projectionist
Audio Visual In charge
Projector Operator : **Rs.5200-11755**
 No. of posts :

It is represented that there is no promotion channel to these categories and they are stagnating for decades. Some of them are Graduates and Post Graduates. Those who have entered the Government service in Ministerial

posts have been promoted and hold higher offices. The requests are to assign the pay scale of Rs.6195-14175/6675-15500/7770-18575.

The posts are governed by different rules issued by various departments. Generally, the post is filled in by Direct Recruitment. The qualification is tenth class or equivalent with license to operate the cine projector.

The nomenclature of these posts in various department and pay scales attached to these posts from time to time are as mentioned below:

Name of the category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Cinema Operator in Agriculture Department	140-280	275-475	475-760	950-1670	1875-3750	3550-7150	5200-11755
Film Operator in Animal Husbandry Department	125-250	275-475	500-800	950-1670	1875-3750	3550-7150	5200-11755
Projectionist in Archeology and Museums Department	-----	-----	530-850	1010-1800	1875-3750	3550-7150	5200-11755
Film Operator in School Education Department	125-250	275-475	450-700	1010-1800	1875-3750	3550-7150	5200-11755
Projectionist in Forest Department	-----	-----	530-850	1010-1800	1875-3750	3550-7150	5200-11755
Projector Operator in Factories Department	-----	-----	-----	-----	1875-3750	3550-7150	5200-11755
Projectionist/Projectionist cum Mechanic in Family Welfare Department	-----	-----	--	---	1875-3750	3550-7150	5200-11755
Cinema Operator in Legal Metrology Department	-----	-----	-----	-----	1875-3750	3550-7150	5200-11755

Name of the category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Film Operator / Cinema Operator/Projectionist cum Mechanic/Projectionist cum Operator in Medical Education	-----	-----	-----	-----	1875-3750	3550-7150	5200-11755
Cinema Operator in I & PR Department	-----	-----	-----	-----	1875-3750	3550-7150	5200-11755
Publicity Assistant (formerly known as Cinema Operator)	125-250	275-475	475-760	950-1670	1875-3750	3550-7150	5200-11755
Film Operator in Jawahar Bal Bhavan	-----	-----	-----	-----	1875-3750	3550-7150	5200-11755
Audio Visual in charge in Labour Department	125-250	275-475	475-760	950-1670	1875-3750	3550-7150	5200-11755
Cinema Operator in PR&RE Department					1875-3750	3550-7150	5200-11755
Film Operator in Public Libraries Department	125-250	275-475	475-760	950-1670	1875-3750	3550-7150	5200-11755
Projector Operator in Public Works (R & B Department)	-----	-----	-----	-----	1875-3750	3550-7150	5200-11755
Cinema Operator in Social Welfare Department	90-192	250-430	475-760	950-1670	1875-3750	3550-7150	5200-11755
Cinema Operator in Tribal Welfare Department	140-280	275-475	475-760	950-1670	1875-3750	3550-7150	5200-11755
Cinema Operator in Municipalities	-----	-----	-----	-----	1875-3750	3550-7150	5200-11755

Name of the category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Projector Operator in Greater Hyderabad Municipal Corporation	-----	-----	-----	-----	1875-3750	3550-7150	5200-11755

With the advent of electronic media at the door step, their relevance is diminishing. Apparently, the services of these posts are being utilized in some other manner. There is no further recruitment to these posts. The Commission keeping in view that it is a vanishing category and the stagnation is common, assigns the pay scale of Rs.9460-27700 (Rs.5470-12385) as against the existing pay scale of Rs. 5200-11755.

Senior Assistant

Senior Stenographer

Store Keeper Grade II : Rs.6195-14175

No. of posts :

All these posts are governed by the Andhra Pradesh Ministerial Service Rules. The posts of Senior Assistant is filled in by promotion from the category of Junior Assistant/Typist/Junior Stenographer/Store Keeper Grade III. The post of Senior Stenographer is filled in by Direct Recruitment and by promotion from the category of Junior Stenographer. The qualification for Direct Recruitment is Intermediate with a pass in Government Technical Examination in Short hand and Typewriting by Higher Grade in concerned language conducted by the State Board of Technical Examination or equivalent. The qualification for promotion or transfer is a pass in Government Technical Examination in Short hand and Typewriting by Higher Grade conducted by the State Board of Technical Examination or equivalent.

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

1969	1974	1978	1986	1993	1999	2005
Rs.						
140-280	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175

The Commission is of the view that the existing pay scale is adequate and accordingly assigns the corresponding scale of Rs. 10900-31550.

**Assistant Translators in Information
and Public Relations / Junior
Translator in Translator**

Department : **Rs.6505-15025**
No. of posts :

Translators Grade II (I & PR

Department) : **Rs.7770-18575**
No. of posts :

**Translators Grade I (I & PR
Department) Senior Translator
(Translation Department)**

: **Rs.7770-18575**
No. of posts :

Assistant Telugu Translator

In Legislature Department : **Rs.7770-18575**
No. of posts :

It is represented that the feeder post of Assistant Translator and Translator in the Legislature Department were assigned the same scale of pay of Rs.7770-18575 in the 2005 Pay Revision Commission.

The posts of Assistant Translators/Translators are in the following Departments.

1. Law Department in Secretariat.
2. Legislature Secretariat.
3. Department of Translation.
4. AP High Court
5. Information and Public Relations Dept.

The pay scales of Translators and Assistant Translators from time to time are as indicated below:

Name of the category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Assistant Translator in Legislature	410-750	650-1100	1280-2440	2525-5390	5000-10600	7770-18575
Translator in Legislature	480-900	750-1300	1380-2750	2750-5960	5300-11300	7770-18575

Name of the category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Assistant Translator in Information and Public Relations	310-560	575-950	1150-2110	2315-4880	4430-9300	6505-15025
Translator Grade II in Information and Public Relations Department	410-750	650-1100	1280-2440	2525-5390	5000-10600	7770-18575
Translator Grade I in Information and Public Relations Department	480-900	750-1300	1380-2750	2750-5960	5300-11300	7770-18575
Translator in Judicial Department now re-designated as Superintendent	320-550	550-900	1150-2210	2315-4880	4430-9300	7770-18575
Translator in High Court	480-900	750-1300	1380-2750	2750-5900	5300-11300	7770-18575
Translator in Law Department, Secretariat	480-900	750-1300	1380-2750	2750-5900	5300-11300	7770-18575

In the last Pay Revision, the posts of Assistant Translator and Translator in Legislature Department got the same scale of pay. The former forms feeder category to the later. So, is the case with the Translator Grade II and Translator Grade I in the Information and Relations Department.

Thus, an anomalous situation of feeder and promotion posts getting the same scale pay occurred during the last Pay Revision. In order to rectify the anomaly and keeping in view the parities and relativities existing, the Commission assigns the following pay scales

Translator in Legislature Department/ Translator in the Law Department of Secretariat/Translator in High Court	:	Rs.14860-39540
Translator Grade I in Information and		(which corresponds to Rs.8385-19125 in the

Public Relations Department/ Senior Translator in Translation Department	:	existing scales of pay who is presently in the pay scale of Rs.7770 -18575
Translator Grade II in Information and Public Relations Department / Assistant Translator in Legislature Department	:	Rs.13660-38570 Corresponding scale
Assistant Translator in Information and Public Relations Department	:	Rs.11530-33200 Corresponding scale

Superintendent / Accountant / Store Keeper Grade I
Special Category Stenographer : Rs.7770-18575
 No. of posts :

The Superintendents in the office of Commissioner of Panchyat Raj, Superintendents of Zilla Praja Parishads and Mandal Praja Parishads represented that the Superintendents in the office of the District Panchayat Office were re-designated as Administrative Officer and were conferred Gazetted Status in pursuance of the recommendations of the Anomalies Committee, 2003. The Pay Revision Commissioner, 2005 assigned the pay scale of Rs.8385- 19125 to the Administrative Officer and Rs.7770-18575 to the Superintendents. Similarly, the Superintendents in Social Welfare Department, Andhra Pradesh Government Life Insurance Department and the Superintendents working in the office of the Commissioner of Agriculture requested for re-designation of Superintendents as Administrative Officer and assign the pay scale of Rs.8385-19125 and to confer Gazetted Status. The Superintendents in the Forest Department represented that their duties are more onerous. Once, the pay scale of the Superintendent used to be on par with Forest Range Officer and higher than the pay scale of the Technical Officer (formerly Draughtsman Grade-I). The pay scales of the Superintendents remained unchanged whereas the pay scales of Forest Range Officer and Technical Officer were improved and they are higher than the pay scales of the Superintendent. The Superintendents in the Labour Department sought parity with the Assistant Labour Officers.

These posts are governed by Andhra Pradesh Ministerial Service. The post of Superintendent is filled in by promotion from the category of Senior Assistant. The post of Store Keeper Grade I is filled in by promotion from the category of Store Keeper Grade II and the post of Special Category Stenographer is to be filled in by Senior Stenographer.

The pay scales of these posts from time to time are as under

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
200-400	410-750* 430-800**	700-1200	1330-2630	2600-5580	5000-10600	7770-18575

* In the offices of the Heads of Departments

** in the subordinate offices

The posts of Superintendents in the office of the State Transport Authority and the post of Superintendent of the Office of District Panchayat Office have been re-designated as Administrative Officer and were conferred Gazetted status in pursuance of the recommendations of the Anomalies Committee, 2003. The Pay Revision Commissioner, 2005 improved the pay scale of these categories by two stages and assigned the pay scale of Rs.8385-19125 keeping in view the Gazetted status of these posts. The Superintendents on the other hand were assigned the pay scale of Rs.7770-18575.

Comparison of the Superintendents with Forest Range Officers and Junior Technical Officer is not correct in view of the technical nature of duties..

The Commission notes that the duties and responsibilities of all the Superintendents are similar. Those who are conferred Gazetted status and whose pay scales were improved as a consequence are not discharging superior duties. The Commission points out that the re-designation of Superintendents as Administrative Officer is an artificial classification in a homogenous group and there is no qualitative change in the nature of the functions discharged.

The Commission, therefore assigns the pay scale of Rs.14860-39540 (Rs.8385-19125) to the category of Superintendents / Accountant / Store Keeper Grade - I / Special Category Stenographer as against the pay scale of Rs.7770-18575.

However, in any Department if there are Superintendent carrying different scales of pay or with designation like Superintendents or Senior Superintendent, the revised pay scale in such case will be as indicated for those categories in the respective Department.

Accounts Officer : Rs.10285-24200

No. of posts :

This category is on par with Accounts Officer of Treasuries and Accounts Department.

Maintaining the parity, the Commission assigns the pay scale of Rs.19050-45850 (Rs.10845-25600)

10 (a). AGRICULTURE DEPARTMENT

The Agriculture Department provides extension service to the farmers and familiarizes the farming community with the latest technologies and high yielding varieties. It imparts training to farmers to improve skills and knowledge to improve agricultural production and productivity. It assesses the requirements of agriculture inputs well in advance and regulates their production and monitors timely supply of seeds, fertilizers, pesticides, credit etc. The Department performs statutory functions to ensure supply of quality inputs namely is seeds, fertilizers, pesticides to the farmers.

The Commissioner of Agriculture is the Head of the Department. He is assisted by Additional Directors, Joint Directors, Deputy Directors, Assistant Directors, Agriculture Officers in addition to personnel belonging to the Accounts / Statistical Wings. The Joint Director is the District level Officer. The Assistant Director is the Divisional level officer. The Agriculture Officer with the assistance Agriculture Extension Officers carries out the activities of the Department at the Mandal level.

The requests for the revision of pay scales of the various posts in the Agriculture Department are examined below:

Lab Assistant	:	Rs.4050-9050
No. of Posts	:	45

It is represented that this category is governed by the Andhra Pradesh Agricultural Subordinate Service Rules. The Lab Assistant handles a number of samples of Soil, Fertilizer, Seeds Pesticides etc. It is requested to assign the pay scale of Rs.4260-9520 on par with the Laboratory Assistant in Animal Husbandry Department. The Association also drew comparison with the Laboratory Assistant in Forensic Laboratory. It is further stated that there is no promotion channel to the Lab Assistants and hence they are getting only Special Adhoc Promotion Post Scales under Automatic Advancement Scheme.

The mode of Recruitment is Direct Recruitment and there are no promotional avenues. The qualifications for the post of Lab Assistant in the Agriculture Department is a pass in Tenth class, whereas the qualifications for the Lab Assistant in the Animal Husbandry Department is Intermediate with Biological Sciences and one year Veterinary Course and the qualifications for the post of Lab Assistant in Forensic Laboratory are B.Sc., with the subjects of Physics/Chemistry or Bio Chemistry/Botany/Zoology and Chemistry.

The pay scale of Agriculture Extension Officer III is Rs.3950-8815 whereas the post of Lab Assistant in Agriculture Department carries a higher scale of Rs.4050-9050.

Comparison with Lab Assistant in Animal Husbandry Department and Lab Assistant in Forensic Laboratory is not apt as the qualifications in these Departments are higher than the qualifications of Lab Assistant in Agriculture Department.

Considering the qualifications and nature of duties attached to the post, the Commission recommends corresponding scale of Rs.7100-21250.

The request is for sanction of Risk Allowance of Rs.1000 per month is examined separately in the relevant chapter in Volume-I.

Agriculture Extension Officer		
Grade III	:	Rs.3950-8815
No. of Posts	:	130
Agriculture Extension Officer		
Grade II	:	Rs.4825-10845
No. of Posts	:	2162
Agriculture Extension Officer		
Grade I	:	Rs.6195-14175
No. of Posts	:	503

The request is to assign the pay scale of Rs.6195-14175 applicable to Agriculture Extension Officer Grade I to all the Agriculture Extension Officers irrespective of grade stating that Government decided that there would be no further recruitment to the category of Agriculture Officer Grade III and almost all the Agriculture Extension Officers Grade III were promoted to higher grades of Agriculture Officers. Government accorded permission to fill in 1000 posts Agriculture Extension Officers and to give a fillip to those who are to be recruited the higher scale has been sought. The existing incumbents by virtue of Automatic Advancement Grades crossed these scales and so there would not be any financial commitment by accepting this request.

According to the Special Rules for the Andhra Pradesh Agricultural Subordinate Service, issued vide G.O. Ms. No.167, Agriculture and Co-operation Department dated 17.4.1997, there would be no further recruitment to the category of Agriculture Extension Officer Grade III. The post of Agriculture Extension Officer Grade II is to be filled in by promotion from the category of Agriculture Officer Grade III and Agriculture Officer Grade I

is to be filled in by promotion from the category of Agriculture Officer Grade-II.

Government vide G.O. Rt. No.895 Agriculture and Co-operation Department dated 22.7.2008 and G.O. Rt. No.1602 Agriculture and Co-operation Department dated 19.12.2008 accorded permission to fill in the 1062 posts of Agriculture Extension Officers Grade II by direct recruitment. Amendments to the Special Rules for the Andhra Pradesh Agricultural Subordinate Service were issued vide G.O. Ms. No. 25, Agriculture and Co-operation (Agri. IV) Department dated 29-01-2009 substituting the provision of 'promotion from the category of Agriculture Extension Officer Grade III' with 'Direct Recruitment'. The qualifications prescribed for the post are

- (1) A Degree in Bachelor of Science of Agriculture
or
- (2) B.Sc., Dry Land Agriculture (Vocational)
or
- (3) Diploma in Agriculture Polytechnic

The vacancies are to be filled with the candidates possessing the above qualifications in the ratio of 4:1:5

The posts of Agriculture Extension Officers Grade I and Grade II shall be filled in by promotion of Agriculture Extension Officer Grade II and Grade III respectively so long as the eligible persons in the later categories are available. After the persons in the feeder categories of the Agriculture Extension Officer Grade II and Grade III including Grade I vacated their posts either due to promotion or for any reason, then the said posts vacated by them shall be abolished for creation of higher category of posts of Agriculture Officers in A.P. Agriculture Service.

The Commission noticed that only the Agriculture Extension Officer with B.Sc. (Agriculture) have a chance to be appointed to the post of Agriculture Officer and in the case of incumbents with the qualifications of B.Sc., (Dry farming) and Diploma Holder, are not having promotion opportunities. Such being the case, prescribing qualifications of B.Sc., (Dry Farming) and Diploma in Agriculture for the Agriculture Extension Officers Grade II will create problems in future cadre management. The Department may therefore examine the Rules issued in G.O. Ms. No. 25, Agriculture and CO-operation (Agriculture - V) Department dated 29.1.2009 exhaustively and see that necessary amendments for providing promotional opportunities are issued or only candidates with B.Sc., (Agriculture) are made eligible for the post Agriculture Extension Officer Grade II.

It is clear that the policy of the Government is to have only Agriculture Officers. Such being the case, the Diploma holders and B.Sc. Dry Farming

will be left out without any further growth. In the light of the position, the Commission recommends the scale of pay of Rs.11530-33200 which corresponds to the pay scale of Rs.6505-15025 to the category of Agriculture Extension Officer Grade II which is presently in the pay scale of Rs.4825-10845. Similarly, the Commission is inclined to improve the pay scale of the Agriculture Extension Officer Grade I on par with other Diploma holders in the Engineering Department so that the Assistant Extension Officers Grade II can rise at least up to the level of Assistant Extension Officer Grade I in his entire Service. Even this will not be a satisfactory solution as the benefit of minimum three promotions in the entire service will not be available to this category. Accordingly, the Commission assigns the pay scale of Rs.15280-40510 which corresponds to the pay scale of Rs.8815-20300 to the category of Agriculture Extension Officer Grade I which is presently carrying the pay scale of Rs.6195-14175. With regard to Agriculture Extension officer Grade III, the Commission taking into consideration that there is no further recruitment and also that this is a vanishing category, recommends the scale of Rs.7100-21250 which corresponds the pay scale of Rs.4050-9050 as against the present scale of Rs.3950-8815.

The other requests include special allowance to officers working in Labs and State Seed Farms 10% of basic pay, enhancement of Fixed Travelling Allowance. These and other general requests are dealt with separately under relevant chapter in Volume I.

Agriculture Officer	:	Rs.9285-21550
No. of Posts	:	2112
Assistant Director	:	Rs.10845-25600
No. of Posts	:	511
Deputy Director	:	Rs.13390-28500
No. of Posts	:	84
Joint Director	:	Rs.15500-30000
No. of Posts	:	30
Additional Director	:	Rs.19675-30765
No. of Posts	:	5

It is represented that :-

- a) The Agrarians along with Veterinarians and Medicos appear for the common entrance test of EAMCET for selection to the Professional Courses.

- b) The Agriculture Officers, Veterinary Assistant Surgeons and Civil Assistant Surgeons are all Mandal Level Gazetted Officers.
- c) The Civil Assistant Surgeons and Veterinary Assistant Surgeons generally work in their offices/Hospitals as per their time schedule. The Agriculture Officers go to their clientele.
- d) The Civil Assistant Surgeons and Veterinary Assistant Surgeons are not entrusted with any additional work. The Agriculture Officers are often entrusted with unrelated work like in charge MPDOs, Supervision of enumeration of Electoral Rolls, distribution of ration cards, etc.
- e) The Pay Revision Commissioner, 2005 maintained parity with their counterparts in the Animal Husbandry Department at the levels of the Additional Director and Joint Director. He assigned the pay scale of Rs.19675- 30765 to the Additional Directors of Agriculture and Animal Husbandry. Similarly, the Joint Directors of Agriculture and Animal Husbandry were assigned the scale Rs.15500-30000. The first level Gazetted posts of Agriculture Officer and Veterinary Civil Assistant Surgeons were assigned the scale of Rs.9285-21550. But, the Deputy Director of Agriculture was assigned a lesser scale of Rs.12385-27750 and the Deputy Director Animal Husbandry was assigned a higher pay scale of Rs.13390-28500. Likewise, the Assistant Director of Agriculture was assigned a pay scale of Rs.10285-24200 whereas the Assistant Director of Animal Husbandry was assigned the scale of Rs.10845-25600. The Anomalies Committee 2008 improved the pay scales of the Deputy Director and Assistant Director of Agriculture by assigning the scales of Rs.13390-28500 and Rs.10845-25600 respectively.
- (f) It was requested to maintain parity with the Veterinarians and also to increase the pay scales on par with their counterparts in the Medical and Health Department as indicated below:

Sl. No.	Agriculture Department		Categories in Medical and Health Department with whom parity is sought	
	Category	Existing Pay Scale Rs.	Category	Proposed pay scale Rs.
1.	Agriculture Officer	9285-21550	Civil Assistant Surgeon	11755-26300
2.	Assistant Director	10845-25600	Deputy Civil Surgeon	14600-29250
3.	Deputy Director	13390-28500	Civil Surgeon	18025- 30765
4.	Joint Director	15500-30000	Special Grade Civil Surgeon	19675-30765

The post of Agriculture Officer is filled in by Direct Recruitment and by transfer from the category of Agriculture Extension Officer Grade I of the Andhra Pradesh Agricultural Subordinate Service. The qualification for Direct Recruitment as well as for transfer is B.Sc (Agriculture).

The post of Assistant Director is filled by Direct Recruitment and by promotion from the category of Agriculture Officer. The qualifications prescribed for Direct Recruitment are Degree in B.Sc (Agriculture) and Post Graduation in Agriculture and evidence of ability to plan and organize agricultural extension or community development. The post of Deputy Director of Agriculture is filled by promotion from the category of Assistant Director. The post of Joint Director is filled by promotion from the category of Deputy Director and the post of Additional Director by promotion from the category of Joint Director.

The pay scales of the various categories of posts in Agriculture Department are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Agriculture Officer	250-500	480-900	750-1300	1380-2750	3110-6380	5980-12100	9285-21550
Assistant Director	400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200 10845-25600*

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Deputy Director	700-1100	900-1450	1300-1900	2410-4050	4400-8700	8400-16525	12385-27750 13390-28500*
Joint Director	950-1400	1100-1650	1500-2100	2690-4440	5390-8980	10250-17050	15500-30000
Additional Director	1300-1700	1400-1925	1800-2350	3090-5140	6610-9820	12550-18625	19675-30765

* Improved by the Anomalies Committee, 2008

The Agrarians had always lesser scales than the Medical Officers and at the initial stage they were one stage below the Veterinary Assistant Surgeons till the Pay Revision Commission of 2005. We therefore propose to maintain the relativities that existed prior to Pay Revision Commission, 2005.

The Commission therefore, recommends the following corresponding scales for the above posts:

Agriculture Officer	Rs.16150-42590
Assistant Director	Rs.19050-45850
Deputy Director	Rs.23650-49360
Joint Director	Rs.27000-51760
Additional Director	Rs.34050-54360

The other requests for sanction of an allowance 10% of basic Pay to the officers working in Labs and State Seed Farms, enhancement of Fixed Travelling Allowance and sanction of Risk Allowance to the employees working in the Farms are separately examined in Volume I

Statistical wing in Agriculture Department

General

The Commission opines that it is desirable to bring parities among the various categories of posts in Statistical Wings in different departments with the posts in the Department of Economics and Statistics.

The Commission keeping in view the above approach makes the following recommendations for the pay scales of the various categories in Statistical wing of Agriculture Department.

Computer	:	Rs.6195-14175
No. of Posts	:	36
Statistical Assistant	:	Rs.7770-18575
No. of posts	:	

The request is to assign the pay scale of Rs.6505-15025 on par with the Assistant Statistical Officer of the Directorate of Economics and Statistics Department. This is on the ground that this category used to be on par with the Assistant Statistical Officer till the Anomalies Committee 2003 improved the scale of the Assistant Statistical Officer by one stage without corresponding change in their scale.

The mode of recruitment to the post is by Direct Recruitment or by transfer of regular Junior Assistants /Steno Typists of the Andhra Pradesh Ministerial Service of Agriculture Department. The qualifications for Direct Recruitment are a Degree in Statistics, Applied Statistics or Computer Science.

The historical parity of this category is with the Assistant Statistical Officer in the Directorate of Economics and Statistics and Assistant Statistical Officer in the Directorate of Health. The Anomalies Committee, 2003 improved the pay scale of the Assistant Statistical Officer of the Directorate of Economics and Statistics by one stage. The Assistant Statistical Officer in the Directorate of Health was on par with this category till 2005 Pay Revision. The Pay Revision Commissioner, 2005 improved the scale of the Assistant Statistical Officer in Directorate of Health by one stage and equated it with the Assistant Statistical Officer of the Directorate of Economics and Statistics.

The post of Assistant Statistical Officer in the Directorate of Economics and Statistics is filled by Direct Recruitment and the qualifications prescribed are Second Class Degree in BA/BSC with two subjects out of Economics/Statistics/Mathematics and Computer Science. The post of Assistant Statistical Officer in the Directorate of Health is filled by Direct Recruitment or by Promotion from the category of LD Computer. The qualifications prescribed for the category are Degree in Statistics/Mathematics/Economics/Commerce.

The Anomalies Committee 2008 recommended assigning the pay scale of Rs.6505-15025 to the category of Computer in the Agriculture Department. This was not accepted by the Government.

The pay scale of the Computer in the Agriculture Department and Assistant Statistical Officer in the Department of Economics and Statistics are as under:

Category	1986	1993	1999	2005
	Rs.			
Computer in Agriculture Dept	1100-2050	2195-4560	4190-8700	6195-14175
Assistant Statistical Officer in Economics and Statistics Dept.	1100-2050	2195-4560	4190-8700 / 4430-9300*	6505-15025

** improved by Anomalies Committee 2004

The next promotion post for the post of Computer in the Agriculture Department is Statistical Assistant and Deputy Statistical Officer is the promotion post for the Assistant Statistical Officer. The pay scales for both posts are as under:

Category	1986	1993	1999	2005
	(Rs.)			
Statistical Assistant in Agriculture Department	1330-2630	2600-5580	5000-10600	7770-18575
Deputy Statistical Officer in Economics and Statistics Department	1330-2630	2600-5580	5000-10600	7770-18575

It is seen from the above statements that the Computer in the Agriculture Department was on par with the Assistant Statistical Officer in Economics and Statistics till 1999 Pay Revision. The qualifications of Computer are similar to the Assistant Statistical Officer in the Economics and Statistics. The Pay Revision Commission 1999 also recommended the scale of Rs.4190-8700 to both but the Anomalies Committee, 2004 improved the pay scale of Assistant Statistical Officer by one stage and assigned the pay scale of Rs.4430-9300 and in the Pay Revision 2005 this is continued. The next promotion post of Computer in the Agriculture Department is Statistical Assistant who was in the pay scale of Rs.1330-2630 in 1986 was maintaining parity with the Deputy Statistical Officer in the Economics and Statistics Department. Both the posts are now in the scale of Rs.7770-18575 in the Revised Pay Scales, 2005 which is also eventually the pay scale of Superintendent.

The Commission is of the view that though the posts are borne on Agriculture Service, as they belong to the Statistical wing, and hence comparable with similar posts in the Department of Economics and Statistics.

Keeping in view the earlier parities, the Commission agrees with the views of the Anomalies Committee. Accordingly, the Commission equates the post with that of Assistant Statistical Officer of the Directorate of Economics and Statistics and assigns the pay scale of Rs.11530-33200 corresponding to the scale of Rs.6505-15025 to the category of Computer which is presently in the pay scale of Rs.6195-14175. Similarly, the Commission assigns the pay scale of Rs.14860-39540 corresponding to the scale of Rs.8385-19125, to the category of Statistical Assistant which is now in the pay scale of Rs.7770-18575. This scale is on par with the Deputy Statistical Officer of the Directorate of Economics and Statistics.

Assistant Statistician/ Computer Programmer	:	Rs.10285-24200
No. of Posts	:	8
Statistician	:	Rs.12385-27750
No. of Posts	:	2

The request is to assign the pay scale of Rs.10845-25600 to the Assistant Statistician/Computer Programmer on par with Assistant Director (Agriculture) and to assign the pay scale of Rs.13390-28500 to the Statistician on par with Deputy Director of Agriculture. This is on the ground that these posts have been carrying the pay scales on par with the Assistant Director of Agriculture and Deputy Director of Agriculture till the Anomalies Committee, 2008 improved the pay scale of the Assistant Director and Deputy Director by one stage.

The post of Assistant Statistician/Computer Programmer is filled by Direct Recruitment or by transfer from the category of Statistical Assistant. The qualifications prescribed for Direct Recruitment are first or second class Degree in Agriculture Mathematics, Statistics, Economics or Commerce; Post Graduate work for at least two years in the Indian Agricultural Research Institute in Statistics leading to M.Sc., or its equivalent and Practical experience in Statistics in field experiments for not less than six months. The qualifications for recruitment through transfer are a Degree in Agriculture. Mathematics, Statistics, Economics or Commerce; special training in Agriculture Statistics for a period of one year at the Indian Agricultural Research Institute or Training for a period of not less than five years as Agricultural Assistant in the Andhra Pradesh Agriculture Subordinate Service or experience as Statistical Assistant in Agriculture Department for a period of three years with not less than five years in the Andhra Pradesh Agricultural Subordinate Service.

The post of Statistician is filled by promotion from the category of Assistant Statistician. The qualifications for the post of Assistant Director in the Department of Economics and Statistics under Direct Recruitment are Post Graduation in one of the subjects of Mathematics, Statistics, Pure Economics, Commerce, Applied Economics, Applied Statistics, Applied Mathematics, Economics or Computer Science. In the case of Deputy Director it is by promotion from the category Assistant Director. The Assistant Director and Deputy Directors are in the respective scales of Rs.10285-24200 and Rs.12385-27750.

As already observed the post of Assistant Statistician/Computer Programmer and Statistician in Agriculture Department are comparable with the Assistant Director and Deputy Director of in the Department of Economics and Statistics and not with the Assistant Director and Deputy Director of Agriculture.

The Commission accordingly, recommends corresponding pay scales of Rs.18030-43630 and Rs.21820-48160 to the Assistant Statistician / Computer Programmer on par with the Assistant Director and Deputy Director of Economics and Statistics respectively.

10 (b). CO-OPERATION DEPARTMENT

Senior Inspector : **Rs.6675-15500**
 No. of Posts : 881

The Joint Action Committee of Employees, Teachers and Workers of Andhra Pradesh on behalf of the Senior Inspector of Co-operative Societies stated that there is no post of Superintendent in the Co-operation Department. The post of Senior Inspector is a promotional post to Junior Inspector which carries the pay scale of Rs.6195-14175. This is the pay scale applicable to the Senior Assistant. The promotion for Senior Assistant is Superintendent in the Ministerial Services and it is therefore contended that the Senior Inspector be assigned the scale of Rs.7770-18575 which is the pay scale applicable to Superintendent. In support of their request, it is stated that the functions of the Senior Inspector are multifarious. The Senior Inspector acts as Auditor, Arbitrator, Liquidator, Election Officer besides discharging other statutory functions such as attending enquiries under Section 52, 52 of ARCS Act, 1964.

The post of Senior Inspector is filled by promotion from the category of Junior Inspector of Co-operative Societies.

The pay scales of the Senior Inspector and Superintendent over a period of time have evolved as follows:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Senior Inspector	150-300	320-580	575-950	1230-2330	2375-5040	4550-9600	6675-15500
Superintendent	200-400	430-800	700-1200	1330-2630	2600-3580	5000-10600	7770-18575

The Anomalies Committee, 2008 recommended an improved pay scale of Rs.7385-17475. This recommendation however, has not been accepted by the Government.

Parity with Superintendent did not exist at any time, the Commission assigns a scale of Rs.12910-36700 corresponding to the scale of Rs.7385-17475 to the Senior Inspector who is presently in the scale of Rs.6675-15500.

**Assistant Registrar of
 Co-operative Societies** : **Rs.8385-19125**
 No. of Posts : 1176

The request is to allow the pay scale of Rs.9285-19975 on the plea that the Industrial Promotion Officer of the Industries Department who was drawing a pay scale of Rs.5000-10600 on par with the Assistant Registrar Co-operative Societies in 1999 was assigned a pay scale of Rs.9285-19975 in the Revised Pay Scales, 2005.

The post of Assistant Registrar Co-operative Department is filled by Direct Recruitment through Group II competitive examination or by promotion from the category of Senior Inspector of Co-operative Societies.

The pay scales of the Assistant Registrar Co-operative Societies from time to time are as under:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
250-500	430-800	700-1200	1330-2630	2600-5580	5000-10600	8385-19125

The historical parity is with the Superintendent. The Pay Revision Commission, 2005 improved the pay scale by one stage keeping in view the re-designation of the post of Cooperative Sub Registrar as Assistant Registrar and conferment of Gazetted status.

Comparison with the Industrial Promotion Officers is not apt. It is not necessary that all those drawing the scale of pay of Rs.5000-10600 should be allowed the same scale of the pay in the subsequent revisions. In fact, the Pay Revision Commissioner, 2005 assigned three different scales to the Industrial Promotion Officers. Further, only those Industrial Promotion Officers who were recruited as per the Service Rules vide G.O. Ms. No. 510 Industries and Commerce Department dated 27.9.1986 were assigned the pay scale of Rs.9285-21550 while the Industrial Promotion Officers with Engineering / Diploma qualifications were assigned the pay scale of Rs.8815-20300 and the Industrial Promotion Officers (Non technical) were assigned the scale of Rs. 7770-18575. The Commission noticed that audit of societies has been entrusted to Chartered Accountants. Thus, there are hardly any audit functions now.

The Commission is of the view that the scale assigned by the Pay Revision Commission, 2005 is itself a benefit allowed to the post of Assistant Registrar consequent on conferment of Gazetted status. The Commission also noticed that certain post which have more responsibilities are still drawing the scale of Rs.7770-18575.

Taking all factors into consideration the Commission is convinced that the scale assigned by the Pay Revision Commission, 2005 is adequate. The

Commission accordingly, assigns the Corresponding scale of Rs.14860-39540 (Rs.8385-19125).

Deputy Registrar	:	Rs.10285-24200
No. of Posts	:	226
Special Grade Deputy Registrar :		Rs.12385-27750
No. of Posts	:	39

The request is to assign the pay scale of Rs.10845-25600 to the Deputy Registrar on par with the Revenue Divisional Officers / Deputy Collectors and Rs.14600-29250 to the Special Grade Deputy Registrar on par with the Special Grade Deputy Collector. It is represented that Revenue Divisional Officers / Deputy Collectors with smaller jurisdiction are assigned higher scale of Rs.10845-25600 while the Deputy Registrar of Co-operative Societies with wider jurisdiction are being continued in the lower scale of Rs.10285-24200. The Special Grade Deputy Registrars are posted as Secretaries of Co-operative Tribunals whose functions are comparable to that of Registrars of High Court.

Further, it is contended that like Deputy Collectors and Special Grade Deputy Collectors, the Deputy Registrars and the Special Grade Deputy Registrars are also posted as Executive Directors of Scheduled Castes and Backward Classes Societies in the Districts, Project Directors of DWMA and DRDA, Project Officers of ITDA Rajiv Vidya Mission, MEPMA, Micro Irrigation Project different institutions on deputation. Thus they are also taking part in Developmental Programmes. With conferment of Gazetted Status to the Assistant Registrar Co-operative Societies, the Special Grade Deputy Registrar of Co-operative Societies has become third level Gazetted post as that of Special Grade Deputy Collector. Thus, it is contended that the pay scales of Deputy Registrar and Special Grade Deputy Registrar Co-operative Societies need elevation and should be on par with the Deputy Collector and Special Grade Deputy Collector.

The mode of recruitment to the post of Deputy Registrar is by Direct Recruitment through Group I competitive Examinations conducted by the Andhra Pradesh Public Service Commission or by promotion from the category of Assistant Registrar of Co-operative Societies. The post of Special Grade Deputy Registrar is filled by promotion from the category of Deputy Registrar.

The pay scales of the Deputy Registrar of Co-operative Societies and Revenue Divisional Officers/Deputy Collector from time to time are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Deputy Registrar	400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200
Revenue Divisional Officer/ Deputy Collector	500-900	750-1300	1150-1700	2150-3690	3880-8140	7400-15475	10845-25600
Special Grade Deputy Registrar	600-1000	850-1425	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750
District Revenue Officer/ Special Grade Deputy Collector	750-1200	900-1450	1300-1900	2590-4300	5040-8700	9600-16525	14600-29250

The pay scales of the Deputy Registrar and Special Grade Deputy Registrar are lower than the pay scales of the Revenue Divisional Officer / Deputy Collector and District Revenue Officer/Special Grade Deputy Collector from the inception. Getting postings to Corporations or Autonomous bodies is not a valid reason for seeking parity. Mere posting of the Deputy Registrars and Special Grade Deputy Registrars to various corporations/autonomous bodies cannot be a reason or ground for assigning higher scales. In the interest of administration, Government utilizes the services of officers of several departments to those institutions to man them temporarily and that cannot be a valid ground for assigning a higher scale. The functions of Revenue Divisional Officer and District Revenue Officer are multifaceted and more onerous when compared to the duties and responsibilities of the Deputy Registrar and Special Grade Deputy Registrar. Hence, parity of the Deputy Registrar with Deputy Collector and Special Grade Deputy Registrar with Special Grade Deputy Collector is not acceptable. The Commission recommends the corresponding scales to the category of Deputy Registrar and Special Grade Deputy Registrar i.e., 18030-43630 and Rs.21820-48160.

10 (c). MARKETING DEPARTMENT

Assistant Director	:	Rs.10285-24200
No. of posts	:	30
Deputy Director	:	Rs.12385-27750
No. of posts	:	6

The Andhra Pradesh Marketing Department Officers and Staff Association stated that the Assistant Director and Deputy Director of Marketing and their counter parts in Agriculture Department were drawing equal scales of pay till the pays of the Officers of Agriculture Department have been improved by the Anomalies Committee, 2008. It is therefore requested to assign the pay scale of Rs.10845-25600 to the Assistant Director of Marketing on par with the Assistant Director of Agriculture and Rs.13390-28500 to the Deputy Director of Marketing on par with the Deputy Director of Agriculture.

The mode of recruitment to Assistant Director, Marketing is Direct Recruitment or by transfer from the category of Senior Marketing Assistant (formerly Marketing Assistant) including Senior Market Superintendent and Statistical Assistant in the Andhra Pradesh Marketing Subordinate Service and Office Superintendent in the Andhra Pradesh Ministerial Service of the Marketing Department. The qualifications prescribed for Direct Recruitment are Post Graduation in Economics, Mathematics or Science, or Statistics or Commerce and for transfer, the qualifications are Graduation. The post of Deputy Director of Marketing is filled by promotion from the category of Assistant Director.

The post of Assistant Director of Agriculture is filled by Direct Recruitment and by promotion from the category of Agriculture Officer. The qualifications prescribed for Direct Recruitment are Degree in B.Sc (Agriculture) and Post Graduation in Agriculture and evidence of ability to plan and organize agricultural extension or community development. The post of Deputy Director of Agriculture is filled by promotion from the category of Assistant Director.

The pay scales of Assistant Directors and Deputy Directors of Marketing and Agriculture Departments are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Assistant Director of Marketing	400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200
Assistant Director of Agriculture	400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	<u>10285-24200</u> 10845-25600*
Deputy Director of Marketing	600-1000	850-1425	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750
Deputy Director of Agriculture	700-1100	900-1450	1300-1900	2410-4050	4400-8700	8400-16525	<u>12385-27750</u> 13390-28500*

* improved by the Anomalies Committee.

Comparing the posts of Assistant Director and Deputy Director of Marketing with the Assistant Director and Deputy Director of Agriculture is not correct. The posts of Assistant Director and Deputy Director of Agriculture are held by incumbents with professional qualification as the Agriculture Officer is the feeder post to these posts where as it is not the case with Marketing Department. Further, the functions of the Agriculture Officers are more complex and varied than the functions of the officers of the Marketing Department.

Hence, the Commission is convinced that the existing scales are adequate. Accordingly, the corresponding scales of Rs.18030-43630 (Rs.10285-24200) and Rs.21820-48160 (Rs.12385-27750) are assigned respectively to the Assistant Director and Deputy Director.

10 (d). HORTICULTURE DEPARTMENT

Horticulture Department has been carved out of Agriculture Department in 1982. The main objective of the department is to extend Technical services to horticulture farmers and to guide them in implementation of new Technologies, introduction of new crops etc.

The Commissioner and Director of Horticulture is the Head the Department. At State level, he is assisted by two Additional Directors, two Joint Directors, three Deputy Directors, four Assistant Directors and eleven Horticulture Officers in addition to the staff of Accounts Wing. The Assistant Director of Horticulture is the District level Officer and he is assisted by Horticulture Officers.

The requests for revision of pay scales are examined below:

Horticulture Officer	:	Rs.9285-21550
No. of Posts	:	228
Assistant Director	:	Rs.10285-24200
No. of Posts	:	39
Deputy Director	:	Rs.12385-27750
No. of Posts	:	7
Joint Director	:	Rs.15500-30000
No. of Posts	:	2
Additional Director	:	Rs.18025-30765
No. of Posts	:	2

The Andhra Pradesh Horticulture Officers Association requested for higher scales of pay on the following grounds:

- a) The qualifications for the post of Horticultural Officer is B.Sc. (Horticulture) or M.Sc., (Agriculture) Horticulture. The Horticulturalists appear for the Common Entrance Examination of EMCET along with the Agrarians, Veterinarians and Medicos for admission to professional courses.
- b) The Agricultural Officers and Veterinary Civil Assistant Surgeons are Mandal level Gazetted Officers and their jurisdiction is one Mandal. The jurisdiction of the Horticultural

Officers is five to six Mandals. In addition they attend to the work of other agencies like APMIP, EGS etc.

- c) The Horticultural Officers, Agricultural Officers and Veterinary Civil Assistant Surgeons are in the pay scale of Rs.9285-19775. Hence, it is requested that the Horticultural Officers be assigned a higher pay scale than the Agricultural Officers and Veterinary Civil Assistant Surgeons preferably on par with Civil Assistant Surgeons.
- d) The staffing pattern of officers is similar in Agriculture and Horticulture Departments. The functions are the same. Since formation of the Horticulture Department, the officers in Department are on par with their counterparts in Agriculture Department. The Pay Revision Commission, 2005 recommended same scales to the officers of the Agriculture and Horticulture Departments. However, in terms of the recommendations of the Anomalies Committee, 2008 higher scales have been assigned to the Deputy Director and Assistant Director of Agriculture Department thereby disturbing the parity.
- e) It is requested to maintain parity between the officers of the Horticulture and Agriculture Department and to assign the pay scales as indicated below:

Sl. No.	Categories in Horticulture Department	Existing Pay Scale Rs.	Posts compared with	
			Category/Post	Pay scale Rs.
1.	Additional Director	18025-30765	Additional Director of Agriculture	19675-30765
2	Joint Director	15500-30000	Joint Director of Agriculture Dept.	15500-30000
3	Deputy Director	12385-27750	Deputy Director of Agriculture Dept.	13390-28500
4	Assistant Director	10285-24200	Assistant Director of Agriculture Dept.	10845-25600
5	Horticultural Officer	9285-21550	Civil Assistant Surgeon	11755-26300

The post of Horticultural Officer is filled by direct recruitment and by transfer of Sub Assistants Grade I in the A.P. Horticulture Subordinate Service. The qualifications for Direct Recruitment are Degree in Horticulture

provided that M.Sc., (Agriculture) with specialization in Horticulture would be considered for appointment if candidates with Degree in Horticulture are not available.

The post of Assistant Director is filled by direct recruitment and by promotion from the category of Horticulture Officer. The qualifications for Direct Recruitment are M.Sc.,(Horticulture) with basic degree in Horticulture.

There is parity from the inception among the officers of the Horticulture Department and their counter parts in the Agriculture Department till the Anomalies Committee 2008 improved the pay scales of the Assistant Director and Deputy Director of Agriculture by one stage.

Regarding equation of pay of Horticulture Officer with those of Civil Assistant Surgeon, the remarks in respect of Agriculture Officer in Agriculture Department are applicable in this case also. The duties and responsibilities of Civil Assistant Surgeons are more onerous than the duties of the Horticulture Officers and they are not comparable. Mere appearance for a common entrance test cannot be taken as the sole criteria for assigning equal scale of pay. It should be noted that the EMCET is only an examination for admission to various professional courses. The top rankers opt for a course in Medicine where as the lower rankers choose Veterinary and Agriculture Courses. So the contention of the Association is not tenable.

The Commission restores parity between Assistant Director and Deputy Director of Horticulture and Agriculture Departments. Others get corresponding scales.

Accordingly, the Commission recommends the following pay scales:

Horticulture Officer	Rs.16150-42590 (Corresponding scale) (Rs.9285-21550)
Assistant Director	Rs.19050-45850 (corresponding to Rs.10845-25600 as against Rs.10285-24200)
Deputy Director	Rs.23650-49360 (corresponding to the scale of Rs.13390-28500as against Rs.12385-27750)

Joint Director	Rs.27000-51760 (Corresponding scale) (Rs.15500-30000)
Additional Director	Rs.31550-53060 (Corresponding scale) (Rs.18025-30765)

The requests for enhancement of Farm allowance from 5% to 12% of basic pay, enhancement of Fixed Travelling Allowance are examined separately in Volume I.

10 (e). SERICULTURE DEPARTMENT

Sericulture originally was one branch in Industries Department and subsequently it was brought under Handlooms and Textiles Department. With growth of the industry, a separate Department was formed in the year 1981. The Commissioner is Head of the Department. He is assisted by Additional Director, Joint Director, Assistant Directors and Sericulture Officers at Commissionerate. There are four Regional Offices at Anantapur, Chittoor, Warangal and Visakhapatnam. The Joint Director is the Regional level officer. At District level, Deputy Director and Assistant Director are functioning with jurisdiction of one or two districts or divisions. There are eight Deputy Directors who are stationed at Anantapur, Chittoor, Kurnool, West Godavari, Visakhapatnam, Warangal, Karimnagar and Hyderabad.

Full Time Contingent employees :

The Full Time Contingent employees of Sericulture have requested for enhancement of minimum pay of last grade employees in the revised pay scales and also for allowing annual increments. They have also requested for other benefits such as sanction of TA & DA, Risk Allowances, sanction of leave, Death Relief, extension of facilities of GPF and Insurance scheme.

It is further stated that they have approached the Hon'ble APAT / A.P. High Court and Supreme Court of India. Based on the orders of the Hon'ble Court, the Government constituted a cabinet sub-committee to look into the aspect of regularization of their services. Their services were not regularized as per the recommendations of the above sub-committee.

However their services are being continued based on the orders of the Hon'ble Courts. The regularization of their service has to be examined and considered by the Government in Administrative Department in consultation with Finance Department, as the issue does not fall within the terms of reference of Pay Revision Commission.

At present, the Full Time Contingent employees whose services are not regularized, are eligible for a remuneration of Rs.3850/- p.m. with admissible allowances i.e., HRA, CCA and DA, as per the recommendations of PRC 2005. The Commission elsewhere in the report recommended a remuneration of Rs.6700/- p.m., and HRA, DA and CCA to the full time contingent employees whose services were not regularized and who are already drawing a remuneration of Rs.3850/- p.m. on par with Last Grade Employee with admissible HRA, D.A and CCA as applicable. The above recommendation will equally apply in the case of Full contingent employees working in Sericulture Department.

**Technical Assistant
(Formerly Operative) : Rs.4260-9520**
No. of Posts : 836

**Technical Officer
(Formerly Farm Foreman) : Rs.6195-14175**
No. of Posts : 633

It is represented that the Technical Assistant works in seed Farms, Cocoon Markets and Chawkie Rearing Centre. He coordinates with the farmer in implementing the new technologies and plays a vital role in marketing the silkworm eggs produced at Government grain age. Similarly, for the category of Technical Officer, the duties are technical in nature. The Anomalies Committee recommended the pay scales of Rs.5200-11755 and Rs.6675-15500 to the Technical Assistant and Technical Officers respectively. But these recommendations were not accepted. It is requested to assign the pay scale of Rs.6195-14175 to the Technical Assistant and Rs.8385-19125 to the Technical Officer.

The post of Technical Assistant is filled by Direct Recruitment. The qualifications prescribed are a pass in VIII Class examination with practical experience in units of the Department Sericulture at least for a period of one year OR a pass in the vocational course in Sericulture conducted by A.P. Intermediate Board. The post of Technical Officer is filled by promotion from the category of Technical Assistant/Sericulture Demonstrator and by Direct Recruitment. The qualifications for Direct Recruitment are B.Sc., in Sericulture or B.Sc.,with Botany, Zoology and Chemistry as subjects with preference to the holders of Bachelors Degree in Sericulture or PG Diploma in Sericulture.

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

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Technical Assistant	175-275	310-475	740-1150	1425-2525	2650-4850	4260-9520
Technical Officer	250-430	425-650	860-1470	1975-4010	3750-7650	6195-14175

The last Pay Revision Commission improved the pay scale of the Technical Assistant and Technical Officer by two stages. The Anomalies Committee recommended for improvement of the pay scales by one stage of Rs.5200-11755 and Rs.6675-15500 to the Technical Assistant and Technical Officer respectively. But Government did not accept these recommendations.

The Commission is convinced that the existing scale is adequate and accordingly assigns corresponding scales of Rs.7520-22430 (Rs.4260-9520) and Rs.10900-31550 (Rs.6195-14175) to the Technical Assistant and Technical Officer respectively.

Assistant Sericulture Officer : **Rs.7770-18575**
No. of Posts : 235

It is represented that Assistant Sericulture Officer handles all the units individually. It is requested to assign the pay scale of Rs.8815-20300.

The post of Assistant Sericulture Officer is filled by Direct Recruitment or by promotion from the category of Technical Officer. The qualifications prescribed for Direct Recruitment are Bachelors Degree with Botany and Zoology as subjects or Bachelors Degree in Agriculture.

The pay scales from time to time are as under:

1974	1978	1986	1993	1999	2005
(Rs.)					
320-580	575-950	1150-2110	2315-4880	4430-9300	7770-18575

The Pay Revision Commission, 2005 improved the scale of this category by two stages. Keeping in view the improvement of the scale by the last Pay Revision Commission. The existing scale is adequate. Accordingly, we assign corresponding scale of Rs.13660-38570 (Rs.7770-18575).

Sericulture Officer : **Rs.9285-21550**
No. of Posts : 180

Assistant Director : **Rs.10285-24200**
No. of Posts : 49

Deputy Director : **Rs.12385-27750**
No. of Posts : 8

Joint Director : **Rs.15500-30000**
No. of Posts : 5

Additional Director : **Rs.18025-30765**
No. of Posts : 1

The request for is for assigning pay scales to the officers of the Sericulture Department as indicated below:

Category	Existing Pay Scale	Pay scale sought
	(Rs.)	
Sericulture Officer	9285-21550	10285-24200
Assistant Director	10285-24200	10845-25600 on par with the Assistant Director of Agriculture
Deputy Director	12385-27750	13390-28500 on par with the Deputy Director of Agriculture
Joint Director	15500-30000	16925-30765
Additional Director of Sericulture	18025- 30765	19675- 30765 Additional Director of Agriculture

The mode of recruitment of the posts and the qualifications are as under:

Category	Mode of recruitment	Qualification
Sericulture Officer	By Direct Recruitment and by transfer of Assistant Sericulture Officer	Second Class M.Sc. in Sericulture or Agriculture or Zoology or Botany or Second class M.Sc. in Chemistry with B.Sc. in Botany or Zoology
Assistant Director	By Direct promotion from the category of Sericulture Officer	Second Class M.Sc. in Sericulture or Agriculture or Zoology or Botany or Second class M.Sc. in Chemistry with B.Sc. in Botany or Zoology
Deputy Director	By promotion from the category of Assistant Director	-do-
Joint Director	By promotion from the category of Deputy Director	-do-
Additional Director of Sericulture	By promotion from the category of Joint Director	-do-

The pay scales assigned to these categories in the earlier Pay Revisions as indicated below:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Sericulture Officer	200-400	430-800	700-1200	1330-2630	2750-5960	5300-11300	9285-21550
Assistant Director	400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200
Deputy Director	700-1100	900-1450	1250-1800	2410-4050	4400-8700	8400-16525	12385-27550
Joint Director	950-1400	1100-1650	1500-2100	2690-4440	5390-8980	10250-17050	15500-30000
Additional Director					6150-9820	11650-18625	18025-30765

Parity with various categories of Agriculture Department cannot be accepted as there is substantial variation in the range and complexity of the activities between the two departments.

The Commission is convinced that the existing scales are adequate and accordingly assign corresponding scales. The revised scales would be as follows.

1. Sericulture Officer : Rs.16150-42590 (Rs.9285-21550)
2. Assistant Director : Rs.18030-43630 (Rs.10285-24200)
3. Deputy Director : Rs.21820-48160 (Rs.12385-27750)
4. Joint Director : Rs.27000-51760 (Rs.15500-30000)
5. Additional Director : Rs.31550-53060 (Rs.18025-30765)

10 (f). AGRICULTURAL MARKET COMMITTEES

Junior Market Supervisor (formerly known as Maistry)	:	Rs.3950-8815
No. of Posts	:	731

It is requested to assign the pay scale of Rs.4260-9520 on par with Record Assistant. It is also requested to sanction of Special Allowance to the employees working in the Functional Markets as in the case of employees of Mines and Agency areas.

The post is filled by direct recruitment and by promotion of Peon or Watchman with not less than 5 years of service. Originally, the qualification for the post for any method of recruitment was a pass in VII Class. The qualification is enhanced to Secondary School Certificate or its equivalent for Direct Recruitment vide G.O. Ms. No. 217 A&C (AM.-III-2), dated 10th July, 2007.

Keeping in view the enhanced qualification for Direct Recruitment the Commission assigns the pay scale of Rs.7740-23040 corresponding to Rs.4370-9775 of the Junior Market Supervisor (Rs.3950-8815).

11 (a). ANIMAL HUSBANDRY DEPARTMENT

General

The Animal Husbandry Department was established in the erstwhile Hyderabad State in the year 1920. Then it was called Civil Veterinary Department. In the composite Madras State, the Animal Husbandry Department was part of Agriculture Department. After formation of State of Andhra Pradesh, a separate Department of Animal Husbandry came into existence.

The objective of the Animal Husbandry Department is to develop animal resources (live stock) in the State. The activities of the Department include : -

- a. Health care of live stock,
- b. Diagnosis of diseases and prevention,
- c. Feed and fodder development for live stock,
- d. Cross breeding and Breed improvement programs,
- e. Extension activities and training programmes
- f. Implementation of various poverty alleviation programmes under Animal Husbandry sector

The Veterinary section deals with disease prevention and other live stock development activities the Veterinary Biological Research Institute (VBRI) is produces vaccines and conducts research on the prevention of diseases.

The Department is headed by the Director. He is assisted by three Additional Directors at the Directorate. At District level, the Joint Director administers the department. He is assisted by Deputy Directors (Live Stock Production / Veterinary Poly Clinics). At Divisional level, the Assistant Director (Admn) looks after the activities of the department. There are referral Hospitals for specialized clinical services at erstwhile Taluq headquarters for a cluster of 2 or 3 mandals which function under an Assistant Director (Veterinary Hospital) At mandal level there are Veterinary dispensaries looked after by Veterinary Assistant Surgeons (MAHO). At village cluster level, the dispensaries function under Veterinary Assistant Surgeon (VETU Dispensary) and Para Veterinarians look after the Rural Live Stock Units.

The Department has four units, viz., General wing, Veterinary Biological Research Institute (VBRI), Statistical Wing and Administration. The demarcation of these classes is supported by Service Rules and each wing is a separate unit for appointment, seniority, promotion and transfer.

Lab Attender : **Rs.4050-9050**
No. of Post : 68

Lab Technician : **Rs.5200-11755**
(Including one post in
Field Analytical Lab)
No. of Posts : 3

It is requested to assign higher pay scale of Rs.4270-8150 to the Lab Attenders and Rs.5300-11300 to the Lab Technician on par with Lab Attender and Lab Technician Grade II working in the Medical and Health Department. It is also requested to sanction a Risk Allowance of Rs.250/- p.m.

The post of Lab Attender in Animal Husbandry Department is filled in by direct recruitment. The qualification is a pass in SSC. The post of Lab Attender in Medical Department is filled in by direct recruitment and the qualification is a pass in S.S.C. with one year training in Lab Attendant course. The post of Lab Technician in the Animal Husbandry Department is filled in by direct recruitment or by promotion from the Lab Attender. The qualification is S.S.C. and six months training in V.B.R.I. The post of Lab-Technician Grade II in Medical Department is filled in by Direct Recruitment and the qualification is Intermediate examination a certificate of Laboratory Technician of a recognized institute.

The pay scales of these posts as well as the posts referred to in the representations are as under:

Category	1974	1978	1986	1993	1999	2005
	Rs.					
Lab Attender in Animal Husbandry	165-250	290-425	740-1150	<u>1375-2375</u> 1425-2525 *	2650-4850	4050-9050
Lab Attendant in Medical & Health	240-420	410-625	780-1275	1535-2840	<u>2870-5470</u> 2990-5810**	4370-9775
Lab Technician	<u>180-350</u> 240-420	<u>350-550</u> 425-650	<u>740-1150</u> 810-1420	1535-2840	2870-5470	4370-9775
Lab Technician Grade II	260-450	500-800	1010-1800	1875-3750	3550-7150	5470-12385

* Improved by the Anomalies and Regrouping Committee, 1989.

** Improved by the Anomalies Committee 2004.

As may be seen from the above the pay scales of Lab Attender and the Lab Technician in Animal Husbandry are always lower than the pay scales of the Lab Attendant and Lab Technician Grade II in Medical and Health Department from inception and the qualification prescribed for these posts in the Animal Husbandry Department are lower than the qualifications prescribed for similar categories in Medical Department.

Taking all these factors into account, the Commission assigns the corresponding pay scales of Rs.7960-23650(Rs.4595-10285)and Rs. 10020-29200(Rs.5750-13030) to the Lab Attender and Lab Technician respectively.

The other requests like Risk Allowance are dealt with in the relevant chapter of Volume-I of the Report.

Electrical Mechanic : **Rs.4825-10845**
No. of Posts : 1

Electrician : **Rs.5200-11755(P)**
Rs.4050-9050 (FE)
No. of Posts : 7

It is represented that there are no promotional posts for these posts. It is requested to assign a suitable pay scale on par with their counterparts in other Departments.

This post is filled in by direct recruitment and the qualifications prescribed are ITI in Electrical Trade.

The pay scales of these posts as well as the comparable posts are as under:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Electrical Mechanic (AH)			1745-3420	3290-6550	4825-10845
Electrician	475-760	<u>780-1275</u> 910-1625	<u>1475-2675</u> (EQ)/ <u>1745-3420</u> (FE)	<u>3550-7150(P)</u> 2750-5150(FE)	<u>5200-11755(P)</u> 4050-9050 (FE)

The Commission feels that the existing pay scale is adequate and accordingly assigns a corresponding scales to the above categories as indicated below.

Electrical Mechanic : Rs.8440-24950
 Electrician : Rs.9200-27000 (P)
 Rs.7100-21250 (FE)

Refrigerator Mechanic : **Rs.5200-11755**
 No. of Posts : 2

It is requested to assign for higher pay scale on par with their counterparts on other departments.

This post is filled in by direct recruitment and the qualifications prescribed are Trade Certificate in Refrigerator Mechanic Trade by any ITI or its equivalent examination. The Refrigerator Mechanic in Medical Department is filled in by ITI Certificate in the relevant Trade.

The pay scales of this post from time to time is as under:

1974	1978	1986	1993	1999	2005
(Rs.)					
275- 475	500- 800	1010- 1800	1875- 3750	3550- 7150	5200- 11755

The Pay Revision Commissioner, 1986 assigned an improved pay scale of Rs.1010-1800, the pay scales applicable to the qualified under New Common Category. The successive Pay Revision Commissions assigned corresponding scale. The Commission does not find any reason to improve the pay scale and accordingly assigns corresponding scale of Rs. 9200-27000 (Rs.5200-11755).

Veterinary Assistant
(Veterinary Compounder) /
Lab Assistant
(Veterinary Assistant Cadre)/
Veterinary Vaccinator : **Rs.5200-11755**
 No. of Posts : 2672

It is represented for assigning a higher pay scale on par with Pharmacist Grade II of Medical and Health Department. The other requests

include sanction of Risk Allowance, Village Visiting Allowance and Clerical Allowance.

The post of Veterinary Assistant including Veterinary Vaccinator and Enumerator (Sample Survey) is filled in by direct recruitment and by transfer of Record Assistant / Attender / Lab Attender / Field Man and Maistries appointed prior to 31-12-1992. The qualification prescribed for direct recruitment is Intermediate with Science/Intermediate with Vocational course in Dairy and Poultry Science etc., as one of the subjects of study. For appointment by transfer of Record Assistant etc., the qualifications prescribed is Intermediate (Biological Science)/Intermediate (Vocational) course like Dairy and Poultry as one of the subjects and one must have undergone one year training in Veterinary Assistants course. The in-service candidates appointed prior to 31-12-1992 must have passed SSC or its equivalent examination. The post of Pharmacist Grade II in Medical Department is filled in by direct recruitment and the minimum qualification is Diploma in Pharmacy.

The pay scales of the Veterinary Assistant and Pharmacist Grade II in successive revisions are indicated below:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Veterinary Assistant	425-650	910-1625	1745-3420	3290-6550	5200-11755
Pharmacist Grade II	500-800	1010-1800	1975-4010	3750-7650	5470-12385

The Pharmacist Grade II is in the higher pay scale from the inception. The qualifications for the post of Pharmacist Grade II are higher than the qualifications prescribed for the Veterinary Assistant. We are convinced that the existing scale is commensurate with the qualifications and duties and responsibilities attached to the post. Hence, we assign a corresponding scale of Rs.9200-27000 (Rs.5200-11755).

The request for sanction of Risk Allowance is dealt with in the relevant chapter of the Report.

Radiographer : **Rs.5750 - 13030**
 No. of Posts : 16

It is represented that the ordinary grade pay scale of Radiographer in the Animal Husbandry Department and the Radiographer in the Medical and Health Department Rs.5750-13030. But, the Radiographer in Medical and

Health Department is getting the pay scale of Rs.7200-16925 as Special Promotion Post scale whereas the Radiographer in Animal Husbandry Department is getting the pay scale of Rs.6505-15025 as Special Adhoc Promotion Post Scale. It is requested to extend Special Promotion Post scale as applicable to the Radiographer in Medical and Health Department to the Radiographer in the Animal Husbandry Department.

The other requests included sanction of special pay, Ration allowance, Washing Allowance are dealt with in the relevant chapter of Volume-I of the Report.

There is no promotion channel for the Radiographers in the Animal Husbandry Department. In Medical Education Department, the Radiographers have promotion channel as Chief Radiographer and the latter category carries the pay scale of Rs.7200-16925. According to the principles of the Automatic Advancement Scheme, an employee on completion of sixteen years of service is appointed to the Special Promotion Post scale I which carries the pay scale of the first level Promotion Post. In case there is no promotion post in that particular unit of appointment, the employee will be appointed to the Special Adhoc Promotion Post I. It carries the pay scale next above the Special Grade Scale viz., two grades above the ordinary grade scale. So, the Radiographers in Animal Husbandry Department get the Special Adhoc Promotion Post Scales whereas the Radiographers in Medical Education/Health Department get the higher pay scale as applicable to the promotion post.

The Special Promotion Posts / Special Adhoc Promotion Posts are with reference to the promotion channel that exist in that unit of appointment. The Commission finds no reason for deviation from the well established principles of the Automatic Advancement scheme in this case.

As regards pay scale, the Commission assigns the pay scale of Rs.11530-33200 (Rs.6505-15025) on par with Radiographer in Medical Department maintaining the existing parity.

The other requests have been examined under the relevant chapters in Volume I of the Report.

Livestock Assistant	:	Rs.6195-14175
No. of Posts	:	1337

It is represented that higher pay scale on par with the Pharmacist Grade I in Medical Department may be recommended.

The post of Livestock Assistant is filled in by promotion from Veterinary Assistant and the qualifications is eight months training in

Livestock Assistants course and a pass in Animal Husbandry Departmental test. The post of Pharmacist Grade I is to be filled in by promotion from Pharmacist Grade II.

The pay scales of the above categories in the successive revisions are indicated below:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Livestock Assistant	--	500-800	1100-2050	2195-4560	4190-8700	6195-14175
Pharmacist Grade I In Medical and Health	320-580	550-900	1100-2050	2195-4560	4190-8700	6195-14175

The Commission notes that comparison with Pharmacist Grade I is not valid. Accordingly, the Commissions assigns a corresponding pay scale of Rs.10900-31550 (Rs.6195-14175).

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

Junior Veterinary Officer : **Rs.7200-16925**
 (Including Inspector
 in Sample Survey)
 No. of posts : 1000

It is represented that the Junior Veterinary Officer holds independent charge of Rural Livestock unit. He extends Veterinary services to the livestock at the Rural Areas. He is also entrusted with Multifarious duties round the clock. He educates and motivates the farming community in upgrading the local livestock and encourages to cultivate the improved fodder varieties. The Junior Veterinary Officer is responsible for breeding programme with artificial insemination technique and pregnancy diagnosis of animals. It is requested to assign the higher pay scale on par with Pharmacy Supervisor in Medical Department.

As per service rules issued in G.O.Ms.No.26, AHDB&F Department, dt.28-6-2004, appointment to the post of Junior Veterinary Officer is by promotion of Livestock Assistant and one must have 6 months training in Junior Veterinary Officers course. The qualifications prescribed are Diploma in Pharmacy from Polytechnic for Pharmacist Grade-I and Pharmacy Supervisor.

The pay scales of the above categories in the successive revisions are indicated below:

Category	1974	1978	1986	1993	1999	2005
Junior Veterinary Officer	360-700	600-1050	1230-2330	2375-5040	4550-9600	7200-16925
Pharmacy Supervisor	--	--	1330-2630	2600-5580	5000-10600	7770-18575

As may be seen from the above, the Pharmacy Supervisor is always in the higher pay scale and the qualifications prescribed for the post of Pharmacy Supervisor are also higher. In view of the nature of duties and responsibilities attached to the post, the Commission assigns the corresponding pay scale of Rs.12550-35800 (Rs.7200-16925).

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

Refrigeration Engineer : **Rs.8815-20300**
 No. of Posts : 1

It is requested that it is an isolated post and it is request to assign reasonable time scale of pay.

This post is filled in by direct recruitment and the qualifications prescribed are LME, as the case may be with practical experience of one year in operation and maintenance of Electrical Motors and for Refrigerators. It is a promotion post to the Refrigerator Mechanic. There are no promotional scopes to this post.

The pay scales of the above categories in the successive revisions are indicated below:

1974	1978	1986	1993	1999	2005
(Rs.)					
430-800	700-1200	1280-2440	2375-5040	4550-9600	8815-20300

The Pay Revision Commissioner 2005 improved the pay scale and assigned higher scale on par with other Diploma holders. The Commission feels that the existing scale is adequate and no further improvement is required. Accordingly, the Commission assigns a corresponding pay scale of

Rs.15280-40510 (Rs.8815-20300) on par with other LME holders in other departments.

Veterinary Livestock Officer : **Rs.7770-18575**
(newly created post)
No. of Posts : 173

During the course of discussion with the Service Associations, it is brought to the notice of the Commission that orders were issued in G.O. Ms. No. 53 Finance (SMPC) Department dated 21-02-2009 rationalizing the structure of Para Medical Officers in the Animal Husbandry Department. While doing so, a new category of Veterinary Live Stock Officer was created in the pay scale of Rs.7770-18575. It is requested to assign a pay scale of Rs. 8385-19125 on par with Community Health Officer.

It is a newly created and rules have not been framed. Hence, the Commission assigns corresponding scale of Rs.13660-38570 (Rs.7770-18575) till such time the rules are framed.

Veterinary Assistant Surgeon : **Rs.9285-21550**
No. of Posts : 2002

The Veterinary Surgeons have demanded equation with the Civil Assistant Surgeons of Medical & Health Department and Dentists. The Commission has gone through the Memorandum of the Veterinary Assistant Surgeons in detail. The Commission has also seen the report of the Committee constituted in G.O.Ms.No.97, AH & Fisheries (AH.I) Department dt.21.9.2008. The main grounds on which the demand for parity is based are as follows:

1. The period of study is 4 ½ years for B.V.Sc., which is also the case with the medical doctors of allopathy who undergo 4 ½ years of formal academic education. The only difference is that while the internship for M.B.B.S., is one year the internship for Veterinarian is 6 months.
2. While allopathy doctors deal with curative aspects of human beings the Veterinary doctors deal with curative aspects of animals.
3. The Government of India have extended pay scales to Veterinarians on par with the allopathy doctors.
4. Many states have adopted the Government of India approach and extended pay scales to Veterinary Surgeon on par with Civil Assistant Surgeons.

The Association have taken serious exception to the 2005 Pay Commission equating them with the Agricultural Officers and officers of other developmental departments like MPDO and the Asst. Executive Engineer on the ground that the Veterinary Assistant Surgeon always enjoyed a higher pay scale than the Agricultural officers, A.E.E., and MPDOs. A Statement showing the pay scale of the Civil Assistant Surgeons, Veterinary Assistant Surgeons and Agricultural Extension Officers given below indicates the relative position of these three categories of employees.

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Veterinary Assistant Surgeon	300-600 (XV)	530-1050 (XVI)	800-1450 (XVII)	1550-3050 (XVI)	3310-6840 (XIX)	6350-13000 (XIX)	9285-21550 (XIX)
Civil Assistant Surgeon	400-800 (XVII)	600-1100 (XVII)	900-1500 (XVIII)	1810-3230 (XVII)	3640-7580 (XX)	6950-14425 (XX)	11755-26300 (XXII)
				1980-3500 (XVIII)*		7900-15475 (XXII)**	
Agricultural Officer	250-500 (XIV)	480-900 (XV)	750-1300 (XVI)	1380-2750 (XV)	3110-6380 (XVIII)	5980-12100 (XVIII)	9285-21550 (XIX)

* improved by the Anomalies and Regrouping Committee.

** improved by the Task Force.

It may be seen from the above statement that the equation between the Veterinary Asst. Surgeon and the Civil Asst. Surgeon fluctuated from time to time while there has been a steady equation between the Agricultural Officer and the Veterinary Asst. Surgeon from 1969 to 1999 which was disturbed only in the pay revision of 2005.

The above table also establishes in no uncertain terms that there has never been parity between the Veterinary Assistant Surgeon and the Civil Assistant Surgeon. As indicated earlier while for some periods the Veterinary Assistant Surgeon was one stage below the Civil Assistant Surgeon, there were other periods when the difference between the Veterinary Assistant Surgeon and the Civil Assistant Surgeon was as high as 3 stages. Successive Pay Revision Commissions have rejected the plea of the Veterinary Assistant Surgeons for parity with the Civil Assistant Surgeons. The question of adopting the parity that Central Government established between the Civil Assistant Surgeon and the Veterinary Asst Surgeon does not arise as acceptance of such a principle has wider ramifications and the state has consistently followed its own pattern of pay scales. Selective adoption of Central pay scales and parities established will upset the historical evolution of pay scales and the relativities that developed over a period of time. The

same is true of any comparisons with other States. There are States that adopt Central Scales which are revised once in ten years while others have their own parities depending on the local conditions.

Since there has been no pattern that has developed between CAS and VAS as outlined earlier, the issue that remains to be examined is the relative position between the Agricultural Officer and the Veterinary Assistant Surgeon. It is true that the Veterinary Asst. Surgeon always was one stage ahead of the Agricultural Extension Officer. The Anomalies Committee, 2005 had recommended a higher pay scale of Rs.10,285-24,200 to the Veterinary Asst. Surgeon which was, however, not accepted by the Government. We feel that there is merit in the argument of the Association that they should not be equated with the Agricultural Officer but should be given a higher scale than Agricultural Officer. We do agree that at the entry level the Veterinary Asst. Surgeon always enjoyed a higher pay than the Agricultural Officer all along, though at the level of the Asst. Director and Dy. Director there was a parity between the Agriculture and Animal Husbandry Departments. The acceptance of the recommendations of the Anomalies Committee, 2005 would have continued the historical relativity between the Agricultural Officer and the Veterinary Assistant Surgeon. After consideration of the various demands and the arguments put forth by the Association and after perusing the report of the Committee of officers referred to earlier this Commission recommends that the Veterinary Asst. Surgeon should be placed in the pay scale equivalent to Rs.18030-43630 (Rs.10285-24200) as against the existing scale of Rs.9285-21550.

The other demands relating to risk allowance for some posts, non practicing allowance and a host of other allowances have been dealt with in Volume I of the Report.

Assistant Director	:	Rs.10845-25600
No. of Posts	:	514
Deputy Director	:	Rs.13390-28500
No. of Posts	:	55
Joint Director	:	Rs.15500-30000
No. of Posts	:	56
Additional Director	:	Rs.18025-30765
No. of Posts	:	3
Director	:	Rs.23500-30765
No. of Posts	:	1

It is represented that the veterinarians be equated with the Medical Officers as indicated below:

Category in Animal Husbandry Department	Comparable post in Medical and Health Department
Director	Director of Medical Education
Additional Director	Additional Director of Medical Education
Joint Director	Special Grade Civil Surgeon
Deputy Director	Civil Surgeon
Assistant Director	Deputy Civil Surgeon

The other requests include enhancement of Risk Allowance and sanction of Non Private Practice Allowance and extension of Risk Allowance to Veterinarians in Veterinary Biological Research Institute (VBRI).

The post of Assistant Director is filled in by promotion from the category of Veterinary Assistant Surgeon. The post of Deputy Director is filled in by promotion from the category of Assistant Director. The post of Joint Director is filled in by promotion from the category of Deputy Director. The post of Additional Director is filled in by promotion from the category of Joint Director and the post of Director is filled in by promotion from the category of Additional Director.

The pay scales of these categories and the comparable posts from time to time are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Assistant Director	400-800	750-1300	1150-1700	1980-3500	3640-7580	6950-14425	10845-25600
Deputy Civil Surgeon	600-1000	750-1300	1150-1700	2150-3690 2240-3860*	4400-8700	8400-16525 9600-16525**	14600-29250
Deputy Director			1300-1900	2410-4050	4400-8700	8400-16525	13390-28500
Civil Surgeon	700-1100	900-1450	1400-2000	2690-4440 2780-4680*	5390-8980	10250-17050 11650-18625**	18025-30765

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Joint Director			1500-2100	2690-4440	5390-8980	10250-17050	15500-30000
Civil Surgeon Special Grade			1700-2250	2880-4930	5770-9260	10950- <u>17575</u> 12550-18625**	19675-30765
Additional Director	...	1300-1800	1700-2250	3090-5140	6150-9820	11650-18625	18025-30765
Additional Director Mdl. Edn	1300- 1700	1400-1925	1800-2350	3090-5140	6150-9820	11650- <u>18625</u> 13450-19150**	23500-30765
Director	1300- 1700	1400-1925	1800-2350	3580-5380	7580-10100	14425-19150	23500-30765
Director Mdl. Edn	1550- 1900	1675-2125	2000-2500	3580-5380	7580-10100	14425- <u>19150</u> 15475-19675**	25600-30765

* Improved by the Anomalies and Regrouping Committee.

** Improved by the Taskforce.

In consonance of rationalization of pay scales of the Medical Officers as envisaged in Chapter "Approach to Pay Revision" (Chapter IV) in Volume I of the report, we assign the following scales to these categories:

Assistant Director : Rs.20680-46960
(Corresponding to the scale of Rs.11755-26300 on par with Civil Assistant Surgeon)

Deputy Director : Rs.25600-50560
(Corresponding to the scale of Rs.14600-29250 on par with Deputy Civil Surgeon)

Joint Director : Rs.27000-51760
(Rs.15500-30000)

Additional Director : Rs.31550-53060
(Rs.18025-30765)

Director : Rs.41550-55660
(Rs.23500-30765)

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

11 (b). FISHERIES DEPARTMENT

Fisher Man	:	Rs.4050-9050
No. of Posts	:	272
Field Man	:	Rs.4260-9520
No. of Posts	:	191

It is stated that the Field staff working in the Fisheries Department implement the various departmental activities for the Welfare of Fisher folk. Their duties are comparable to similar categories in Animal Husbandry Department but the pay scales of Fisher Man / Field Man are less than the pay scales of Field Man and Field Maistry in Animal Husbandry Department.

The post of Fisherman is filled by direct recruitment and the qualifications are a pass in Seventh class and IFTC Certificate Course. The post of Field Man in Fisheries Department is filled in by direct recruitment or by transfer from A.P. Last Grade Service in Fisheries Department or by promotion from the category of Fisherman. The qualification prescribed for direct recruitment is a pass in SSC and training in Institute of Fisheries Center (IFTC). For appointment by transfer/promotion, five years service is required in addition to the above qualifications. In Animal Husbandry Department the post of Field Maistry is filled by direct recruitment, and the qualification is S.S.C. or equivalent exam and with practical experience in dairying and cattle management or in Livestock farm. The post of Field Man in Animal Husbandry department is filled by direct recruitment and the qualification is SSC.

The pay scales of these posts as well as the comparable posts are as under:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Fisherman in Fisheries	165-250	310-475	740-1150	1425-2525	2650-4850	4050-9050
Field Maistry in Animal Husbandry	--	--	<u>740-1150</u> 780-1275*	1475-2675	2750-5150	4050-9050
Field Man in Fisheries	180-350	350-550	780-1275	1475-2675	2750-5150	4260-9520
Field Man in Animal Husbandry	180-350	425-650	<u>810-1420</u> 910-1625**	1745-3420	3290-6550	4825-10845

* Improved by the Anomalies and Regrouping Committee.

** Improved by the Anomalies Committee.

The Fisherman in Fisheries Department is in a lower scale than the Field Maistry in Animal Husbandry Department from the date the Anomalies and Regrouping Committee enhanced the pay scale of the later. The 1993 and 1999 Pay Revision Commissioners maintained that relativity but the Pay Revision Commissioner, 2005 equated the category of Fisherman with the Filed Maistry in Animal Husbandry Department.

The Field Man in Fisheries Department has always been drawing a lower pay than Field Man of Animal Husbandry Department. The Commission sees no reason to disturb that relativity.

Accordingly, the Commission recommends corresponding scales of Rs.7100-21250 (Rs.4050-9050) and Rs.7520-22430 (Rs.4260-9520) to the Fisherman and Field man respectively.

The other requests are dealt with in the relevant chapter of Volume-I of the Report.

Petty Yard Officer	:	Rs.4050-9050
No. of Posts	:	7
Fishery Guard	:	Rs.4050-9050
No. of Posts	:	4

It is represented that the post of Field Man /Fishery Guard/Petty Yard Officer are borne on category 3 of the Andhra Pradesh Fisheries Subordinate Service. All these categories carried same scale of pay till 2005 pay revision. The Pay Revision Commissioner 2005 enhanced the pay scale of Field Man and the other categories were assigned corresponding scales. The method of recruitment for all these posts is similar and the promotion channel is also the same. It is requested to assign higher pay scale to Fishery Guard/Petty Yard Officer on par with Field Man.

The post of Petty Yard Officer / Fishery Guard / Field Man is filled by direct recruitment, transfer from A.P. Last Grade Service and by promotion from Fisherman. The qualification prescribed for direct recruitment is a pass in S.S.C. and training in Institute of Fisheries Centre (IFTC). For appointment by transfer / promotion five years service is required in addition to the above qualifications.

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

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Petty Yard Officer	180-350	350-550	<u>740-1150</u> 780-1275*	1475-2675	2750-5150	4050-9050
Fishery Guard	180-350	350-550	740-1150	1475-2675	2750-5150	4050-9050
Field Man	180-	350-550	780-1275	1475-2675	2750-5150	4260-9520

* Improved by the Anomalies and Regrouping Committee.

As can be seen all the three categories used to draw the same scale of pay till 2005 Pay Revision. The Pay Revision Commissioner, 2005 improved the pay scale of Fieldman by assigning scale of Rs.4260-9520 ruling out the parity with Field Man in Animal Husbandry Department.

The Commission is convinced that the consideration shown by the Pay Revision Commissioner, 2005 in respect of Fieldman in enhancing the scale should apply to the Fishery Guard / Petty Yard Officer also. Accordingly The Commission, assigns the pay scale of Rs. 7520-22430 corresponding to the pay scale of Rs.4260-9520 to the category of to the Fishery Guard/Petty Yard Officer which is presently in the pay scale of Rs. 4050-9520.

Fisheries Development Officer

(Formerly Inspector of Fisheries) : **Rs.8385-19125**

No. of Posts : 188

It is represented that the Fisheries Development Officer (Formerly Inspector of Fisheries) is the Unit Officer with a jurisdiction of 10-15 mandals covering various activities such as Marine, Inland Training, Welfare of the fisherman etc. It is requested to assign higher pay scale on par with Agriculture Officer, Veterinary Assistant Surgeon, Horticulture Officer and Sericulture Officer.

The post is filled by direct recruitment and by promotion from Assistant Inspector of Fisheries including Assistant Farm Superintendent, recruitment by transfer of Senior Assistant in Fisheries Department, Assistant Section Officer of Secretariat. The qualifications prescribed for direct recruitment are B.Sc. or M.Sc Agriculture or Marine Culture or M.Sc. (Agriculture / Marine Culture) / M.Sc., (Fisheries/Marine Biology) / M.Sc

(Zoology.) For appointment by transfer the qualifications prescribed are B.Sc. (Zoology) and passing of Departmental Tests.

The post of Agriculture Officer is filled by direct recruitment, and the qualification is B.Sc. (Agriculture). The post of Veterinary Assistant Surgeon post is filled by direct recruitment. The qualification prescribed, is a Bachelor's degree in Veterinary Sciences and Animal Husbandry or its equivalent. The post of Horticulture Officer is filled by direct recruitment, for which the qualification prescribed is a degree in Horticulture or a Post graduate degree in Agriculture with specialization in horticulture. This is also filled by appointment by transfer from the categories of Sub-Assistants Grade-I and II and Supervisors Grade-I and II in the Subordinate services.

The following pay scales were assigned to these posts in earlier revisions:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Fisheries Development Officer (Fisheries Department)	430-800	700-1200	1330-2630	2600-5580	5000-10600	8385-19125
Agriculture Officer (Agricultural Department)	480-900	750-1300	1380-2750	3110-6380	5980-12100	9285-21550
Veterinary Assistant Surgeon (Animal Husbandry Department)	530-1050	800-1450	1550-3050	3310-6840	6350-13000	9285-21550
Horticulture Officer (Horticulture Department)	-	750-1300	1380-2750	3110-6380	5980-12100	9285-21550

The post of Fisheries Development Officer is not comparable with the Agriculture Officer / Veterinary Assistant Surgeon / Horticulture Officer. The post of Fisheries Development Officer can be filled in from the ministerial posts. The post has been carrying a lower pay scale than the posts with which comparison is drawn. The Pay Revision Commission, 2005 improved the scale by one stage keeping in view that the post is conferred Gazetted status.

The Commission sees no reason to improve further the pay scale of Fisheries Development Officer and accordingly assigns the corresponding pay scale of Rs.14860-39540 (Rs.8385-19125)

The other requests namely sanction of Farm Allowance and higher qualification increments are dealt with in the relevant chapters of Volume-I of the report.

Assistant Director of Fisheries	:	Rs.10285-24200
(including Administration)		
No. of posts	:	49
Deputy Director of Fisheries	:	Rs.12385-27750
No. of Posts	:	11
Joint Director of Fisheries	:	Rs.14600-29250
No. of Posts	:	4
Additional Director of Fisheries	:	Rs.16925-30765
No. of Posts	:	2

It is stated that the Assistant Director is a District Level Officer and also discharges duties as Ex-officio Deputy Registrar of Co-operative Societies under APCS Act (A.P. Co-operative Societies Act). The Assistant Director is also posted as faculty in the State Institute of Fisheries Technology which has a sophisticated Aqua Lab. The Deputy Director assists the Commissioner of Fisheries in planning, brackish water fisheries. The Deputy Director is posted as District Officer. The Joint Director assists the Commissioner of Fisheries in Technical matters of Marine / Inland Fisheries. The Additional Director is the senior most Technical Officer and second in the hierarchy. The Principal of State Institute of Fisheries Technology is in the cadre of Additional Director. It is requested to assign the pay scales to these cadres on par with their counter parts in Animal husbandry Department.

The post of Assistant Director is filled by direct recruitment, only promotion from the category of Fisheries Development Officer and by transfer from the categories of Research Assistant and Hydrologist. The qualification for direct recruitment is a 1st class degree in Fisheries Science / 1st class in degree of M. Tech. in Aqua cultural engineering / First class B.Sc. with Zoology / Fisheries / Ichthyology / Marine Biology / Biological Science. The posts of Deputy / Joint / Additional Directors are filled by promotion from the lower categories.

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

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Assistant Director	600- 1100	900- 1500	1980- 3500	3640- 7580	6950- 14425	10285- 24200
Deputy Director	850- 1425	1250- 1800	2410- 4050	4400- 8700	8400- 16525	12385- 27750
Joint Director of Fisheries	1100- 1650	1500- 2100	2690- 4440	5040- 8700	9600- 16525	14600- 29250
Additional Director of Fisheries	1300- 1800	1700- 2250	3090- 5140	6150- 9820	10950- 17575	16925- 30765

The commission is of the view that the parities and relativities set out by the 1999 and 2005 Pay Revision Commissioners need not be disturbed. Accordingly, the Commission assigns corresponding pay scales to these categories.

The other request for the sanction of Farm Allowance and higher qualification increments are dealt with in the relevant chapters of Volume-I of the report.

Director : **Rs.18025-30765**
No. of posts : 1

The request is to assign the pay scale on par with Director of Animal Husbandry, if held by a non-cadre Officer.

The pay scales of this category from time to time are as follows:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Director of Fisheries	1300- 1800	1700- 2250	3090- 5140	6150- 9820	11650- 18625	18025- 30765
Director of Animal Husbandry	1400- 1925	1800- 2350	3580- 5380	7580- 10100	14425- 19150	23500- 30765

Parity with the various categories of Animal Husbandry Department cannot be conceded on account of the substantial difference in the range and complexity of the activities between the two Departments. Hence comparison with the post of Director of Animal Husbandry is ruled out. The

Commission assigns a corresponding pay scale of Rs.31550-53060 (Rs.18025-30765) if the post is held by the Departmental Officer.

The other requests for Farm Allowance and higher qualification increments are dealt with in the relevant chapters of Volume-I of the report.

12 (b). LEGAL METROLOGY DEPARTMENT

Maistry : **Rs.5200-11755**
 No. of posts : 38

No representation has been made.

The qualification prescribed for direct recruitment are minimum general educational qualification with completion of Trade Apprenticeship of 3 years or a certificate of Mechanical Course of I.T.I. The post is filled in by promotion for Mannual Assistant with 5 years of experience.

The duties involve assisting the Inspector and also District Inspector in discharging their duties.

Considering the qualifications prescribed, the Commission is inclined to assign a higher scale and accordingly assigns the scale of Rs.10020-29200 (Rs.5750-13030).

Inspector : **Rs.7200-16925**
 No. of Posts : 91

The Association has made a request for assigning the pay scale applicable to Assistant Executive Engineers (Rs.9285-21550) of Irrigation Department for the above category for following grounds:

- 1) The Inspectors are uniformed officers with technical background and should possess the knowledge of modern weighing / measuring sophisticated instruments being introduced in the markets and skill to verify the above machines.
- 2) As a part of enforcement of Weights & Measures Act and Rules, they have to attend to court work day in and day out and they have a technical knowledge on par with technical personnel in Engineering Departments and Each District Inspector is having jurisdiction of one District.
- 3) They protect the interests of consumers from fraudulent activities of unscrupulous traders and have to inspect the manufacturing / packing units to ensure, release of the pre-packed goods confirming to the provisions of the Package of Commodities (PC) Rules.

It is further stated that as per the latest service rules issued in G.O.Ms.No.579, Industries and Commerce (T&C) Department, dated 07-03-1992, the qualifications prescribed for the post of Inspector, for direct recruitment is a degree or diploma in Mechanical Engineering or B.Sc. degree with Physics as one of the subjects and the service rules for revising the qualifications to that of a degree in Engineering for the appointment to the post of Inspector by method of direct recruitment is pending with the Govt.

It is contended that the category of Inspector of Legal Metrology was in the pay of Rs.1280-2440 in 1986 revision, whereas Assistant Executive Engineer was in the pay scale of Rs.1380-2750 and in the subsequent revisions, the gap has been widened and requested for pay scale on par with Assistant Executive Engineer.

As per the A.P. Inspectors of Weights & Measures Service Rules issued in G.O.Ms.No.579, Industries & Commerce (T & C) Department dated: 11-11-1980, the Inspector is appointed by direct recruitment and also by promotion from Maistries including Sr. Maistries and also Manual Assistants, who have 10 years of service in the category of Manual Assistant and possess a degree qualification. This category is also filled by transfer from Upper Divisional Clerks, who have put in 3 years of service where no such candidates are available from other categories. The ratio between the above methods is 2:1:1. For direct recruitment, one must possess a degree or diploma in Mechanical Engineering or a B.Sc. Degree with Physics, Chemistry or Mathematics as one of the subjects.

This category has been representing to the successive PRCs seeking parity with Sub-Inspector of Police and Assistant Executive Engineer. The same has not been accepted. The following is the progression of pay scales of this category and comparable posts from 1978 onwards.

Name of the category	1978	1986	1993	1999	2005
	(Rs.)				
Inspector of Legal Metrology	550-900	1280-2440 (4 stage improvement)	2525-5390 (one stage improvement)	4850-10250 (Corresponding scale)	7200-16925 (Corresponding scale)
Assistant Executive Engineer	750-1300	1380-2750 (One stage improvement)	3110-6380 (3 stage improvement)	5980-12100 (Corresponding scale)	9285-21550 One stage improvement)
Sub-Inspector of Police	575-950	1280-2440 (3 stage improvement)	2525-5390 (one stage improvement)	4850-10250 (Corresponding scale)	7200-16925 (Corresponding scale)

The service rules governing the post of Inspector of Legal Metrology need to be amended for assigning higher pay scales. Further there is no parity

in the pay scales of Inspector of Legal Metrology and Assistant Executive Engineer in the successive PRCs

Considering the duties of enforcement of law , the area of operation and the qualifications, the Commission recommends the scale of Rs.14860-39540 (Rs.8385-19125) against the existing scale of Rs.7200-16925.

District Inspector : **Rs.9285-21550**
 (Formerly Sr. Inspector)
 No. of Posts : 46

The Association has requested for assigning the pay scale applicable to Deputy Executive Engineers (Rs.10845-25600) of Irrigation Department for the above category on the following grounds:

- 1) The District Inspectors are uniformed officers with technical background and have the knowledge of modern weighing / measuring sophisticated instruments.
- 2) As part of enforcement of Weights & Measures Act and Rules, they have to attend court work day in and day out and they have a technical knowledge on par with technical personnel in Engineering Departments and each District Inspector is having jurisdiction of one District.
- 3) They protect the interests of consumers from fraudulent activities of unscrupulous traders and have to inspect the manufacturing / packing units to ensure, release of the pre-packed goods conforming to the provisions of the Package of Commodities (PC) Rules.

As per the A.P. Inspectors of Weights & Measures Service Rules issued in G.O.Ms.No.352, F&A (CS III/ W&M) Department, dated 07-03-1992, appointment to the post of District Inspector is by transfer from the category of Inspectors and Superintendents in the ratio of 10 : 1. Only those Inspectors who have completed training at the Indian Institute of Legal Metrology, Ranchi or erstwhile All India Training Institute of Weights and Measures, Patna are eligible for promotion. In addition they should have passed the Accounts Test for Subordinate Officers Part-I and Part-II or Accounts Test for Executive Officers. In case of appointment by transfer of the Superintendent, the minimum qualification is a Degree and a pass in the departmental tests including Accounts Test for Subordinate Officers Part-I and Part-II.

This category has been representing the successive PRCs seeking parity with Circle Inspector of Police and also Deputy Executive Engineer.

The same has not been accepted. The following is the progression of pay scales of this category and comparable posts from 1978 onwards.

Name of the category	1978	1986	1993	1999	2005
	(Rs.)				
District Inspector (Legal Metrology)	750-1300	1550-3050 (2 stages improvement)	2930-5960 (corresponding scale)	5640-11300 (corresponding scale)	9285-21550 (two stage improvement)
Circle Inspector of Police	800-1450	1550-3050 (One stage improvement)	3110-6380 (One stage improvement)	5980-12100 (corresponding scale)	9285-21550 (One stage improvement)
Deputy Executive Engineer	1050-1600	19890-3500 (One stage improvement)	3640-7580 (corresponding scale)	6950-14425 (corresponding scale)	10845-25600 (One stage improvement)

Keeping in view the jurisdiction, and operational requirement and the improvements made by the P.R.C, 2005, the Commission assigns the corresponding scale to the post i.e., Rs.16150-42590.

Assistant Controller : **Rs.10285-24200**
 No. of Posts : 18

There is no request from the association. As per the recruitment rules issued in G.O. Ms. No.352, Food and Agriculture, dt.7.3.1992, the post can be filled by direct recruitment and also by promotion. The qualification prescribed for direct recruitment is a Master's Degree in Science or Mathematics with Physics as one of the subjects, atleast a Degree level of a university or a Degree in Engineering or recognized equivalent qualification and by promotion from the category of Senior Inspector who is now a District Inspector for whom the qualification prescribed is graduation and a pass in departmental test of Weights and Measures Laws and enforcement to be conducted by the Comptroller of Weights and Measurement or A.P.P.S.C., and also must have passed the Accounts Test for Subordinate Officers Part I and II.

The Commission recommended the scale of Rs.9285-21550 for the post District Inspector which is a feeder category for promotion to the post of Assistant Comptroller. The Commission observes that though this is not a uniformed service, it is regulatory authority. Keeping in view the nature of duties and the qualifications prescribed and also in the light of the approach to the uniformed and revenue earning departments in assigning appropriate scales, the Commission is inclined to assign the scale of Rs.10845-25600 to the Assistant Comptroller and accordingly recommends the scale of pay equivalent to Rs.19050-45850 (Rs.10845-25600).

Regional Deputy Controller : **Rs.12385-27750**
No. of posts : 7

This is a promotion post for the Assistant Comptroller. The Commissioner recommends an improvement to this category by one stage and accordingly recommends the scale of Rs.23650-49360 (Rs.13390-28500).

**12 (c). ANDHRA PRADESH STATE CONSUMER DISPUTES
REDRESSAL COMMISSION**

District Forums

Sheristedars / Head Assistant : Rs.6505-15025
No. of posts : 29

It is represented by the Registrar, A.P. State Consumer Disputes Redressal Commission that there are Sheristedars / Head Assistant working in 29 District Consumer Fora. As per Subordinate service of A.P. District Consumer Fora issued in G.O.Ms.No.34, CA, F&CS Department, dated:27/4/2006, the post of Sheristedar / Head Clerk in the District Consumer Fora is equated to the corresponding post of Superintendent of Collectorate and other services.

Hence it is requested for the scale of the incumbents on par with Superintendent under the common category.

The category of Sheristedar / Head Assistant / Head Clerk in the District Consumer Fora of Andhra Pradesh State Consumer Disputes Redressal Commission was in the pay scale of Rs.2315-4880 in 1993 revision. In 1999 revision, this category represented for seeking parity with Administrative Officer of Judicial Department (Rs.3110-6380). The same was not accepted. The category was assigned a corresponding pay scale of Rs.4430-9300. This category did not represent to PRC 2005, however a corresponding scale of Rs.6505-15025 was assigned.

Subsequently Sub-ordinate service rules of A.P. District Consumer District Fora were issued in G.O.Ms.No.34, CA, F&CS Department. As per the above orders, the category of Sheristedar / Head Assistant / Head Clerk is filled by promotion of Senior Assistant or by transfer from other zones, or by direct recruitment, if suitable candidates are not available. For all methods, one must have a degree in Arts/ Science / Commerce. The above category is equated to the corresponding post of Superintendent of Collectorate and other services as per Schedule-II of the above orders.

The function of the Consumer Redressal Commission are judicial in nature. So, equitation of the posts in the Commission with the posts in the Collectorate is not correct.

The request is examined in detail with reference to the pay scales of the Judicial employees especially in the context of implementation of the recommendations of the Justice Jagannath Shetty's Commission and the

orders of the Hon'ble Supreme Court of India on the categories of Judicial Subordinate Courts.

The Pay Revision Commission assigned the pay scale of Rs.7770-18575 to the following category of posts in the Judicial Department:

Superintendent
(formerly known as Central Nazir
and Head Clerk of District Courts and
Additional District Courts and Sheristedars
in Sub Courts in the pay scale of
Rs.5000-10600 in the Revised Pay Scales,1999)
Translator and Head Clerk of District
Munisiff Courts in the pay scale of Rs.4430-9300
in the Revised Pay Scales, 1999 (Category 3 of Div.IV)
UD Record Keeper and Senior Superintendents of
District Court in the pay scale of Rs.4190-8900
in the Revised Pay Scales, 1999

In G.O.Ms.No.50, Law (LA&J – Home-Courts-D) Department dated:24-3-2009, orders were issued implementing the recommendations of Justice Sri Jagannath Shetty's Commission and the orders of Hon'ble Supreme Court of India on the categories of Judicial Sub-ordinate Courts. According to the above orders, the Sheristedars of District Courts are re-grouped as Superintendents and assigned the pay scale of Rs.4430-9300 in Revised Pay Scales, 1999. Commission taking note of it assigned a corresponding scale of Rs.11530-33200 (Rs.6505-15025) with protection to the present incumbents who are in the scale of Rs.7770-18575 in the existing scale. Thus, the Superintendent in the Judicial Department is given the pay scale of Rs.11530-33200 (Rs.6505-15025).

As observed earlier, the comparison of the Sheristedars/ Head Assistant is with the Superintendent in the Judicial Department. Accordingly, the Commission assigns a corresponding scale Rs.11530-33200 (Rs.6505-15025).

Assistant Section Officer	:	Rs.6675-15500
No. of posts	:	2

This post is on par with the Assistant Section Officer in the Secretariat. The Commission improves the pay scale of Assistant Section Officer in the Secretariat. The Commission continues the parity and assigns the pay scale of Rs.12910-36700 which corresponds to the pay scale of Rs.7385-17475 to Assistant Section Officer of the Andhra Pradesh High Court against the existing scale of Rs.6675-15500.

PA to President / Court Master	:	Rs.9285-21550
No. of posts	:	3

Presently, these categories are on par with Court Masters/Personal Secretaries to Judges of the Hon'ble AP High Court and Court Masters and Personal Assistant of Andhra Pradesh Administrative Tribunal.

The Commission assigns the pay scale of Rs.19050-45850 (Rs.10845-25600) to the Court Masters/Personal Secretaries to Judges of the Hon'ble AP High Court and Court Masters and Personal Assistant of Andhra Pradesh Administrative Tribunal. Maintaining the existing parity, the Commission assigns the pay scale of Rs.19050-45850 (Rs.10845-25600) to this category.

The parity with the Court Masters/Personal Secretaries to Judges of the Hon'ble AP High Court is continued and the parities with any other category is severed hence forth.

Section Officer	:	Rs.9285-21550
No of posts	:	2

Court Officer	:	Rs.9285-21550
No. of posts	:	1

These categories are on par with the Section Officers and Court Officers of the Hon'ble Andhra Pradesh High Court. The Commission improved the pay scale of Section Officer and Court Officer of the Hon'ble High Court.

The Commission maintaining the existing parities assigns the pay scale of Rs.18030-43630(Rs.10285-24200) to this category.

Assistant Registrar Cum P.S. to Hon'ble President	:	Rs.12385-27750.
No. of posts	:	2

This post is on par with the Assistant Secretary to Government in the Secretariat and Assistant Registrar of the Andhra Pradesh High Court. The Commission improved the pay scale of the Assistant Secretary to Government. The Commission continues the parity and assigns the pay scale of Rs.23650-49360 which corresponds to the pay scale of Rs.13390-28500 to Assistant Registrar of cum PS to Hon'ble President against the existing scale of Rs.12385-27750.

13 (a). SCHOOL EDUCATION

A number of individuals as also Teachers Associations emphasized the need to improve the pay scales of school teachers. Stressing the crucial role of the teacher in the society, the representations emphasized the need for improving the emoluments and service conditions of teachers by improving the scale and sanction of special pays. The representatives of the teachers association also compared the teachers' emoluments in our state on the one hand with teachers in other States and on the other with the teachers belonging to the Central Government. Bringing about the disparity in the pay scales a forceful plea has been made out for improving the pay scales of teachers. The following are the other requests made on behalf of the Teachers Associations.

The master scales suggested should be as follows:

1. Rs.8120-76130, Rs.8900-77040, Rs.5775-46245, Rs.7800-62290, Rs.8180-76830, Rs.7800-75200, Rs.8200-76000.
2. Sanction of fitment at 56%, 89%, 40%, 35%, 30%, 60%, 70% and 61%.
3. The revised pay scale should be implemented with effect from 1-7-2008.
4. Sanction of full DA and HRA during Half Pay Leave.
5. Protection of normal increment while fixing pay in the proposed new scales.
6. Preponement of increment of seniors on par with junior.
7. Modification in the periodicity of the Automatic Advancement Scheme namely 5,10,15,20/6,12,18,24/7,14,21.
8. Counting of Apprenticeship service for the purpose of AAS.
9. Sanction of transport allowance in place of the existing city compensatory allowance.
10. Removal of ceiling of HRA.
11. Revision of HRA,CCA, TA, TTA, FTA and Uniform allowance.
12. Modification of LTC.
13. Enhancement of limit and enhancement the reimbursement of medical expenses to Rs.2,50,000 and Rs.3,00,000.

14. Extension of the facility of Medical re-imburement to teachers of aided schools as also retires teachers of municipal and aided schools.
15. Sanction of special pays to various categories of Teachers.
16. Common pay scale to Language Pandits Grade-II and Grade-I.
17. Enhancement of Reader Allowance.
18. Sanction of Study and Paternity leave.
19. Sanction of Agency and Rural Allowance
20. Sanction of Family Planning Incentive increments.
21. Sanction of Advance Increments for possessing qualifications of M.Phil and Ph.D.
22. Creation of the post of Head Master for Primary and Upper Primary schools.
23. Appointment of fully qualified candidates, instead of Vidya Volunteers and apprenticeship Teachers.
24. Revision of service weightage to 5 years.
25. Introduction of Medical Health Card System.
As regards pension and pensionary benefits the following requests have been made.
26. Review of pension structure and enhancement of retirement gratuity to Rs.10 lakhs / 5 lakhs / 7 lakhs.
27. Restoration of commuted portion of pension after 12 years.
28. Permitting voluntary retirement after 15 years of service instead of 20 years as of now.
29. Sanction of Medical Allowance of Rs.1000/- p.m. and Rs.1500/- p.m. to the all pensioners.
30. Sanction of additional 5% pension to those who have crossed 70 years.
31. Enhancement at the age of retirement to 60 years.
32. Enhancement of Financial Assistance, funeral charges etc.

Secondary Grade Teacher : **Rs.5470-12385**
 No. of posts : 1,50,000

It has been stated that the Secondary Grade Teachers have been deprived of the advantage of two increments in the earlier fixations on account of their pay being fixed with the minimum of the scale instead of one stage above the minimum in the revised pay scales. Stating this, a number of Teachers Associations requested for assigning the various pay scales for the category at Rs.12550-28370, Rs.15610-36800, Rs.9900-21550, Rs.11660-38450, Rs.8225-19615, Rs.12180-31500, Rs.12100-32440.

The other requests are the following:

1. Introduction one more stage under Automatic Advancement Scheme and assigning special Grades of SPP-I and SPP-II without insisting on the required qualifications.
2. Sanction of Special pay to those handling higher classes.
3. Rectification of anomalies in fixing pay scale of Secondary Grade Teachers on account of revision in 1999 and 2005.

According to A.P. School Education Subordinate Service Rules issued in G.O.Ms.No.538, Education dated 20-11-1998, appointment to this post is by direct recruitment and also by transfer from other categories in Class-III of the Education Sub-ordinate Service Rules. The minimum qualification prescribed is a pass in Intermediate and Teachers Training Certificate issued by the Commissioner for Govt. Examinations or its equivalent. This category forms feeder category to the post of School Assistant.

This category has represented to the earlier PRCs seeking parity with Senior Assistant, Librarians of Junior Colleges and Librarian (SCERT). The same has not been accepted. The following pay scales have been assigned to the categories of S.G.B. Teachers, School Assistant, Senior Assistant, Librarians of Junior Colleges and Librarian (SCERT) in successive PRCs.

Name of the category	1978	1982	1986	1993	1999	2005
	(Rs.)					
Secondary Grade Teacher	450-700	530-850 (3 stage Improvement)	1010-1800 (Corresponding Scale)	1975-4010 (one stage improvement)	3750-7650 (Corresponding Scale)	5470-12385 (Corresponding Scale)
School Assistant	575-950	700-1200(3 stage Improvement)	1280-2440 (Corresponding Scale)	2525-5390 one stage improvement	4850-10250 (Corresponding Scale)	7200-16925 (Corresponding Scale)

Librarians of Junior Colleges	530-850	--	1100-2050 (Two stages improved)	<u>2195-4560</u> 2600-5580 (A.C.1995)	<u>5000-10600</u> 5980-12100 (A.C. 2004)	9285-21550 (One stage improved)
Senior Assistant	530-850	--	1100-2050 (Two stages improved)	2195-4560 (One stage improved)	4190-8700 (Corresponding Scale)	6195-14175 (Corresponding Scale)
Librarian (SCERT)	530-850	--	1100-2050 (Two stages improved)	2195-4560 (One stage improved)	4190-8700 (Corresponding Scale)	6195-14175 (Corresponding Scale)

The overall approach to the improvement of the scales of the teachers has been discussed in detail elsewhere in the report. The Commission is unable to agree for pay scales on par with teachers of Central Government. The relative parities between the scales of Central Government and State Government employees have been discussed elsewhere in the report (Volume-I). The Commission considers that the pay scale of Secondary Grade Teacher is to be improved and accordingly assigns the scale of Rs.10900-31550 (Rs.6195-14175) an improvement by two stages.

The other requests relating to introduction of one more stage has been taken note of and is being addressed in the Automatic Advancement Scheme encompassing all cadres of Government employees.

Language Pandit Grade-II : **Rs.5470-12385**
No. of posts : 21844

It is stated that the Language Pandit Grade-II was in a higher scale as compared to Secondary Grade Teacher upto 1978 revision. In the wake of introduction of regrouped pay scales in 1982, he was given a pay scale on par with Secondary Grade Teachers. Hence the request now is for higher pay scale than Secondary Grade Teachers.

Another request is for introduction of the proposed pay scales of Rs.12550-28370, Rs.15610-36800, Rs.9900-21550, Rs.11660-38450, Rs.8225-19615, Rs.12180-31500, Rs.12100 -32440.

The third request is for sanction of SPP-II scale without insisting on prescribed qualifications.

According to A.P. School Education Subordinate Service Rules issued in G.O.Ms.No.538, Education, dated 20-11-1998, appointment of Language Pandit Gr-II is by direct recruitment or by transfer from other categories of Class- III employees of State Government. The qualifications prescribed for both the methods are Oriental title with Pandit training in the relevant language. The rules also stipulate that candidates with B.A. in the relevant

language as one the optional subjects and Pandit training or its equivalent or B.Ed., could also be appointed.

This category has represented to the earlier PRCs seeking parity with Senior Assistant, Librarian of Junior Colleges and Librarian (SCERT). The same has not been accepted. The following pay scales have been assigned to the S.G.B. Teachers, School Assistant, Senior Assistant, Librarian of Junior Colleges and Librarian (SCERT) in successive PRCs.

Name of the category	1978	1982	1986	1993	1999	2005
Language Pandit Gr-II	530-850	530-850 (Corresponding scale)	1010-1800 (Corresponding Scale)	1975-4010 (one stage improvement)	3750-7650 (Corresponding Scale)	5470-12385 (Corresponding Scale)
Secondary Grade Teacher	450-700	530-850 (3 stage Improvement)	1010-1800 (Corresponding Scale)	1975-4010 (one stage improvement)	3750-7650 (Corresponding Scale)	5470-12385 (Corresponding Scale)
School Assistant	575-950	700-1200 3 stages improvement)	1280-2440 (Corresponding Scale)	2525-5390 (one stage improvement)	4850-10250 (Corresponding Scale)	7200-16925 (Corresponding Scale)
Librarians of Junior Colleges	530-850	--	1100-2050 (2 stage improvement)	2195-4560 2600-5580 (A.C.1995)	5000-10600 5980-12100 (A.C. 2004)	9285-21550 (one stage improvement)
Senior Assistant	530-850	--	1100-2050 (2 stage improvement)	2195-4560 (One stage improvement)	4190-8700 (Corresponding Scale)	6195-14175 (Corresponding Scale)
Librarian (SCERT)	530-850	--	1100-2050 (2 stage improvement)	2195-4560 (One stage improvement)	4190-8700 (Corresponding Scale)	6195-14175 (Corresponding Scale)

The request of Language Pandit Grade-II for parity with Language Pandits Grade-I has not been accepted by the PRC 2005 as qualifications cannot be the sole basis for determining the pay scales. One is a feeder category to the other. The Language Pandits Grade-II has parity with SGB Teachers in successive PRCs.

The commission recommends the pay scale of Rs.10900-31550 (Rs.6195-14175) for the category of Language Pandit Grade-II. This is an improvement of two stages.

Other requests are dealt in Volume-I of the report.

Language Pandit Grade-I : **Rs.7200-16925**
No. of posts : **10,000**

The request on behalf of Language Pandit Grade-I, is for a higher scale in the range of Rs.14480-33800, Rs.20380-48020, Rs.13100-30500, Rs.15290-53300, Rs.10845-25470, Rs.17010-42860, Rs.16250-37650, Rs.15860-42440.

Appointment to the category of Language Pandit Grade-I is made by direct recruitment and by promotion from the Category of Artist in SCERT and the categories of Secondary Grade Teacher, Language Pandit Grade II and other categories in Class III of the A.P. School Education Sub-ordinate service rules. The qualification prescribed for both the methods is Bachelor Degree with relevant Language as Optional or BOL or Oriental title in the relevant Language from the University or an Institution recognized by the UGC and Pandit training or its equivalent qualification.

This category has represented to the successive PRCs seeking parity with Inspector of Commerce & Export Promotion, Supervisor (Engineering) / Assistant Executive Engineer. The same has not been accepted. The following is the progression of pay scales in the successive PRCs. There is no correspondence with the posts cited by the Association as regards the functions performed, nature of the subject or qualification. The previous Commission have rightly rejected it.

Name of the category	1978	1982	1986	1993	1999	2005
Language Pandit Grade-I	575-950	700-1200 (3 stages improvement)	1280-2440 (corresponding scale)	2525-5390 (one stage improvement)	4850-10250 (corresponding scale)	7200-16925 (corresponding scale)
Inspector of Commerce & Export promotion	700-1200	--	1330-2630 (One stage improvement)	2525-5390 (corresponding scale)	4850-10250 (Corresponding Scale)	7200-16925 (Corresponding Scale)
Supervisor (Engineering of Assistant Executive Engineer)	700-1200	--	1330-2630 (One stage improvement)	2600-5580 (one stage improvement)	5000-10600 (Corresponding Scale)	8815-20300 (Three Stage improvement)

The Commission in consonance with the approach outlined in Volume-I of the report, recommends the pay scale of Rs.14860-39540 (Rs.8385-19125) for the category of Language Pandit Grade-I.

School Assistant : **Rs.7200-16925**
No. of posts : **1,20,000**

No anomaly has been pointed out. It is represented that School Assistants have longer working hours than other categories of teachers in the same pay scales. A comparison is also drawn with Teachers of Central Government Schools. The pay scales suggested for the post are Rs.14480-33800, Rs.20380-48020, Rs.13100-30500, Rs.15290-53300, Rs.10845-25470, Rs.17010-42860, Rs.16250-37650 and Rs.15860-42440.

This is the first category in class-I of School Education Sub-ordinate service. Appointment to this category is by direct recruitment and by promotion from S.G. teachers, Language Pandits Grade-II and other categories in Class-III of School Education Sub-ordinate service and also by transfer from Jr.Asst. and equivalent cadres in ministerial service under the control of Director School Education. The qualification prescribed for all three methods is a Bachelor Degree in the relevant subject and B.Ed degree.

This category has represented to the successive PRCs seeking parity with Supervisor (Engineering). The same has not been accepted. The following is the progressions pay scales in the successive PRCs.

Name of the category	1978	1982	1986	1993	1999	2005
School Assistant	575-750	700-1200 (3 stages improvement)	1280-2440 (corresponding scale)	2525-5390 (one stage improvement)	4850-10250 (corresponding scale)	7200-16925 (corresponding scale)
Supervisor (Engineering) / Assistant Executive Engineer)	700-1200	--	1330-2630 (one stage improvement)	2600-5580 (one stage improvement)	5000-10600 (corresponding scale)	8815-20300 (3 stage improvement)

Comparison with Central Scales is not accepted. However keeping in view the approach outlined in Volume-I, the Commission recommends the scale of Rs.14860-39540 (Rs.8385-19125).

**Gazetted Head Master/
Headmistress Grade-II
(In Government and Z.P. High
Schools (Formerly Head Masters
of Secondary Schools)**
No. of posts : Rs.9285-21550
: 12,600

No anomaly has been pointed out. The request is for the pay scales of Rs.18810-43925, Rs.25070-59050, Rs.17150-40500, Rs.20000-67670, Rs.10825-25470, Rs.22880-53190, Rs.18150-42000, Rs.20090-50730.

According to the revised Service Rules issued in G.O.Ms.No.505, Education (Service-I) Department, dated 16-11-1998, appointment to this category is by transfer from School Assistants, Headmasters of Primary schools and Grade – I Language Pandits of Educational Sub-ordinate service. The qualification prescribed is a Degree in Arts/Science/ Commerce and Degree in Education.

This category has represented to successive PRCs seeking parity with Assistant Directors of Fisheries, Statistical Officers, Geo-Physicist of Ground Water Department and Lecturers of Degree Colleges. The same has not been agreed. There is no correlation between the activities performed by the various functionaries of Department and the role and functions of the Head Master.

The following is the progression of pay scales in successive PRCs.

Name of the category	1978	1982	1986	1993	1999	2005
Gazetted Head Master / Gazetted Head Mistress Gr-II	750-1300	900-1500 (two stages improvement)	1550-3050 (Corresponding scale)	3110-6380 (one stage improvement)	5980-12100 (corresponding scale)	9285-21550 (one stage improvement)
Assistant Director of Fisheries	900-1500	--	1980-3500 (two stages improvement)	3640-7580 (Corresponding scale)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)
Statistical Officer	900-1500	--	1810-3230 (one stage improvement)	3310-6840 (Corresponding scale)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)
Geo Physicist of Ground Water Department (now known as Assistant Director (Geo-physics))	900-1500	--	1980-3500 (two stages improvement)	3640-7580 (Corresponding scale)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)
Lecturers of Degree Colleges	1050-1600	--	1810-3230 (Corresponding scale)	3640-7580 (one stage improvement)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)

This category forms the feeder category for the posts of Deputy Educational Officer/ Gazetted Head Master Grade-I / Head Mistress Grade-I / Parishad Educational Officer/ Assistant Director (non formal Education) / Special Officer (Oriental Studies). For all these, the scale is Rs.10285-24200. At present there are two types of Head Masters i.e., Gazatted Head Master / Gazetted Head Mistress Gr-I (Rs.10285-24200) and Gazatted Head Master / Gazetted Head Mistress Gr-II (Rs.9285-21550). It may perhaps be desirable to have only one category of Gazatted Head Master / Gazetted Head Mistress. The Commission, therefore, assigns a pay scale of Rs.18030-43630 (Rs.10285-24200) for the category of Gazatted Head Master / Gazetted Head Mistress Grade-I along with Gazatted Head Master / Gazetted Head Mistress Grade-II. The Education Department has to amend the rules accordingly to have only one category of Gazatted Head Master / Gazetted Head Mistress.

By implementing this amalgamation of Head Master Grade-I and Head Master Grade-II, there will be one category with a pay scale of Rs.10285-24200. This would mean that for those who would like to opt for administrative positions like Deputy Educational Officer, Parishad Educational Officer and Assistant Director (Non-Cadre) and Special Officer (oriented studies), the feeder category and the promotion category would carry the same scale of pay.

The channel to administrative posts is an opportunity available to Teachers to move away from their main line of Teaching or administering school in the case of Head Master to purely administration work which effectively means change of occupation. If the Teachers are inclined to go away from their chosen line, they should be willing to leave irrespective of the scale of pay attached to that post. Hence, to assume that Assistant Director is a promotion for a Gazetted Head Master is wrong. The only promotion normally available to a teacher is to head the Institution as Head Master or become a Lecturer which again is part of teaching. Assistant Director should, therefore, be treated as shift from teaching to non-teaching which is a conscious choice made by the teacher.

Lecturer in Physical Education
(GCPE) / IASE / CTE : **Rs.10285-24200**
 No. of posts :

This post is filled by direct recruitment and also by promotion from the category of Physical Directors of DIET and Regional Inspector of Physical Education. The qualification prescribed is a first or high second class Post Graduate Degree in Physical Education for the above two methods.

He is at present in the scale of Rs.10285-24200 on par with Lecturer in Degree Colleges. In order to maintain parity, the Commission recommends the scale of Rs.19050-45850 (Rs.10845-25600) to this category.

Lecturer in IASE/ SCERT/CTE : Rs.10285-24200
(Lecturer in Education)
 No. of posts :

This post is filled by direct recruitment and also by promotion. The qualification prescribed for both methods is a first or second class Post Graduation Degree in Education.

He is at present in the scale of Rs.10285-24200 on par with Lecturer in Degree Colleges who are not governed by U.G.C. pay scales. The Commission, in order to maintain parity with the Lecturer in Degree Colleges assigns the scale of Rs.19050-45850 (Rs.10845-25600).

Principal in Government
College of Physical Education : Rs.12385-27750
 No. of posts :

No representation has been made by the Association.

As per the service rules issued in G.O.Ms.No.505, Education, dt:16/11/1998, the post is filled from the category of Lecturer in Physical Education (GCPE/IACR) of College of Teachers Education, formerly known a Physical Director Grade-I, Inspector of Physical Education and Lecturer in Physical Education and Lecturer in Games and Sports.

The qualifications prescribed for Principal of Government College of Physical Education is 1st or 2nd class P.G. Degree in Physical Education and service of one year as Inspectors of Physical Education.

This is a promotion post for the Lecturer in Physical Education. In conformity with the approach of the Commission towards Teaching faculty of Education, the Commission is inclined to assign a higher scale and accordingly recommends the scale of Rs.23650-49360 (Rs.13390-28500).

Principal of College of Teachers
Education (formerly known as
Principal, College of Education) : Rs.12385-27750
 No. of posts : 4

No representation has been made by the Association.

The post is filled from the category of Deputy Educational Officer, Gazetted Head Master / Head Mistress Grade-I, Parishad Educational Officer, Lecturer (SERI/IASE / CTE), Senior Lecturer, DIET, Assistant Director non formal Education and Special Officer (Oriental Studies).

The qualification prescribed for the post of Principal, College of Training Education is 1st or 2nd class P.G. Degree in any subject and first or second class P.G. Degree in Education and Service of one year as Lecturer in IACE / CTE or Senior Lecturer in DIET.

As this is a promotion post for the Lecturer in Physical Education and in conformity with the approach of the Commission towards Teaching faculty of Education, the Commission is inclined to assign a higher scale and accordingly recommends the scale of Rs.23650-49360 (Rs.13390-28500).

**Principal, IASE (formerly known as
Principal of Government comprehensive
College of Education) : Rs.15500-30000**
No. of posts : 3

No representation has been made by the Association.

This category was in the pay scale of Rs.1800-2350 in 1978 PRC. In 1986 the scale was reduced to Rs.2690-4440 with protection of pay scale of Rs.2880-4930 to the existing incumbent. In 1993 Revision this category was assigned the pay scale of Rs.5390-8980. In 1999 and 2005 the corresponding pay scale of Rs.10250-17050 and Rs.15500-30000 were assigned.

The post is filled from the category of District Educational Officer / Deputy Director and also by transfer from Joint Director / Regional Joint Director.

The qualification prescribed for post is 1st or 2nd class P.G. Degree in any subject and 1st or 2nd Class P.G. Degree in Education.

The Commission feels that the existing scale is adequate corresponding scale of Rs.27000-51760 (Rs.15500-30000) is assigned .

District Institute of Education & Training (DIET)

Lecturer (DIET) : Rs.9285-21550
No. of Posts : 23

Senior Lecturer (DIET) : Rs.10285-24200
No. of Posts : 161

Principal (DIET) : Rs.11755-26300
No. of Posts : 30

Represented that the minimum qualification required for Lecturer in D.I.E.T. is Post Graduation in the concerned subject and Masters Degree in Education. The other point made is that they are double Post Graduates, when compared to Lecturer in Degree College. They are having higher responsibilities and also have greater workload than Lecturer in Degree /Polytechnic/ Residential Colleges. They are assigned a lower pay scale of Rs.9285-21550. The request is for parity with the Lecturer of degree College and to assign the pay scale of Rs.10285-24200. Also requested for two additional increments for having professional degree i.e. B.Ed and M.Ed.

Regarding Senior Lecturer(D.I.E.T), the request is for parity with Principal, Junior College, as they are double post graduates and are to monitor various programmes and to co-ordinate with other departments.

Regarding Principal(D.I.E.T), it is contended that this post was on par with Principal of former Teachers Training Institute and therefore should be higher than that of Principal Junior Colleges. Another point made is that they are double Post Graduates, teach Post intermediate students and organize pre-service programs etc. Hence their services are comparable with the other Class II officers i.e. D.E.Os, Principals, College of Teachers Education (CTE) , Deputy Director, Professor of S.C.E.R.T. The request is for parity with Deputy Director/ D.E.O., of School Education and to assign a pay scale of Rs.12385-27750.

Appointment to the category of Lecturer (DIET) is by Direct Recruitment and also by transfer from School Assistants, Head Masters of Primary Schools and Grade-I Language Pandits of the A.P. School Education subordinate Service. The qualification prescribed is 1st or 2nd class Post-graduate Degree in the relevant subject together with 1st or 2nd class post-graduate degree in Education with the relevant subject.

Appointment to the category of Senior Lecturer (DIET) is by Direct Recruitment and also by promotion from the categories of Gazetted Headmaster/ Headmistress Grade-II of Govt. High School/Z.P. High School / Mandal Educational Officer,/ Deputy Inspector of schools / Project Officer(NFE) and Lecturer(DIET)/ Lecturer in Art Education, D.I.E.T. The qualification prescribed is a first class or 2nd class Post-graduate Degree in the specified subjects and 2nd or 1st class Post-Graduate Degree in Education.

Appointment to the category of Principal D.I.E.T., is by promotion from the categories of Deputy Educational Officer / Parishad Educational Officer / Lecturer (S.C.E.R.T., I.A.S.E., / C.T.E.) / Senior Lecturer, D.I.E.T./ Assistant Director(N.F.E) and Special Officer(Oriental Studies) and also by transfer from the categories of District Educational Officer, Deputy Director and Principal, College of Teacher Education(CTE).

The Category of Lecturer (D.I.E.T) was in the pay scale of Rs.900-1500 in 1978 revision and PRC,1986 assigned a corresponding pay scale of Rs.1550-3050. The PRC,1993 recommended a revised pay scale of Rs.3110-6380 basing on the qualifications, duties and responsibilities and also the pay scale of feeder category. Persons in higher scale, when posted, on transfer could carry their own scale of pay.

This category represented to the PRC, 1999 seeking parity with Lecturer of Degree College on the ground that they have double P.G Degree and also on the ground of heavy workload. The PRC observed that the categories of Lecturer and Senior Lecturer move up not only vertically but are also feeder categories to higher level posts in CTE/IASE/ SCERT and could even be considered for administrative posts like DEO and under the circumstances no relief was necessary for the lower categories of Lecturer and Senior Lecturer as there is a certain hierarchical relationship between these several organizations (Viz CTE/IASE/ SCERT) and any scale improvement to any of these categories would seriously upset existing inter parities. The PRC, did not agree for parity with Lecturer of Degree College and recommended a corresponding pay scale of Rs.5980-12100.

This category represented to the Pay Revision Commission 2005 seeking parity with Lecturer Govt. Degree College on the ground that they having Double P.G whereas the lecturer were having only one single PG. The Pay Revision Commission endorsed the views of the Pay Revision Commission 1999 and assigned a revised pay Scale of Rs.9285-19775, which was improvement by One stage. The same was revised to Rs.9285-21550 based on the recommendations of the OMC.

The Category of Senior Lecturer (D.I.E.T) was in the pay scale of Rs.1810-3230 in 1986 revision. This category represented to PRC,1993 seeking parity with Principal of Junior College and to assign pay scale of Rs.2150-3690. The PRC did not agree on the ground that Principal of Junior College is the head of an institution with administrative responsibilities and recommended a revised pay scale of Rs.3640-758 basing on the qualifications, duties and responsibilities and also the pay scale of feeder categories. This was an improvement by one stage.

This category represented to the PRC,1999 seeking parity with Principal of Junior College on ground that they were better qualified with double P.G.Degree when compared to Principal of Junior College. The PRC did not agree and assigned a corresponding pay scale of Rs.6950-14425.

This category again represented to the Pay Revision Commission 2005 seeking parity with Principal, Junior College. The Pay Revision Commission endorsed the views of the Pay Revision Commission 1999 and did not agree for parity with Principal, Junior College. The Pay Revision Commission

assigned a corresponding Scale of Rs.10285-21835 and the same was revised to Rs.10285-24200 based on the recommendations of the OMC.

The category of Principal (DIET) was in the pay scale of Rs.1050-1600 in 1978 revision and in 1986 revision, this post was assigned the pay scale of Rs.2150-3690 an improvement by two stages.

This category represented to PRC, 1993 seeking parity with Principal of College Education, Deputy Director of School Education and Lecturer of Degree College. The PRC did not agree and assigned a revised pay scale of Rs.3880-8140 duly considering the qualifications, duties and responsibilities and also the pay scale of the feeder posts.

This category represented to the PRC,1999 seeking parity with Deputy Director/ DEO by assigning the pay scale of Rs.4400-8700 .However the Pay Revision Commission did not agree and assigned a corresponding pay scale of Rs.7900-15475.

This category represented to the PRC 2005 seeking parity with Deputy Director/ DEO. The Pay Revision Commission did not agree for parity with Deputy Director/ DEO and endorsed the views of the Pay Revision Commission 1999. The Pay Revision Commission assigned a corresponding scale of Rs.11715-23515, and the same was revised to Rs.11755-26300 based on the recommendations of the OMC.

The main ground on which the Lecturers, Senior Lecturers and Principals of DIET are making a request for enhanced pay scales is that they possess double P.G. Degrees (i.e.) 1st or 2nd class of M.A. or M.Sc., with M. Ed.

Earlier there were Teacher Training Institutes and they were upgraded to that of District Institute of Education and Training (DIET) in the year 1989 - 90 as per the national policy on Education 1986. The main aim is to improve the quality of basic education. The major activities of the DIETs are the following:

1. Training to In-service Elementary School Teachers, Head Masters of Primary and Upper Primary Schools, Head Masters of School complex and M.E.Os., for better curricular transactions.
2. Pre service training (D.Ed. course) for Elementary level teachers in both media (i.e.) Telugu / Urdu, Telugu / Tamil.
3. Undertaking Research and evaluation of activities in the field of Elementary Education.

4. Monitoring and inspection of material development, extensive service including guidance and counselling.

The Commission elsewhere in this report recommended the scale of Rs.10285-24200 to the Head Masters in School Education by taking a conscious decision to upgrade the scales of teaching staff in schools. The Commission cannot ignore the qualifications prescribed for the Lecturer, DIET which are higher than the qualifications prescribed for Junior Lecturers. Therefore, in order to maintain the relative position among other cadres in the Education Department and also taking into consideration the qualification prescribed for the post i.e. double P.G., the Commission recommends the scale of 10285-24200 to the Lecturers in DIET although the feeder category for appointment to the post of Lecturer, DIET is School Assistant.

As regards the category Senior Lecturers of DIET which happened to be the promotional post to the Lecturer (DIET), the Commission, recommends the scale of Rs.11175-26300 to the category of Senior Lecturer, DIET. This is done to ensure the special grade scale and SPP-I scale are not the same.

As per G.O.Ms. No.505, dt.16.11.1998 the Dy. Director, D.E.O., Principal, C.T.E., Principal, DIET and Professor of SCERT are on equal footing and the scale of pay of all the above offices except Principal, DIET was fixed at Rs.8400-16525 in RPS 1998.

According to the Service Rules, the post of Principal, DIET is filled by promotion from the category of Parishad Educational Officer / Lecturer SCERT / Senior Lecturer DIET, Special Officer (Oriental Studies) and by transfer from the category of District Educational Officer, Deputy Director and Principal College of Teacher Education. The scale of P.E.O., Lecturer SCERT, Senior Lecturer DIET is Rs.10285-24200 and the scale of Principal, DIET is Rs.11755-26300 while the scale of District Educational Officer and Deputy Director is Rs.12385-27750.

Qualification wise, the posts of District Educational Officer or Deputy Director or Principal C.T.E. are lower. If the duties of Principal, DIET are taken in to account, the duties of District Educational Officer are more onerous than the Principal and equal in the case of Principal of College of Teacher Education. The Deputy Director deals with administration only. Further as per norms, no officer carrying a higher scale should be posted to a post which carries a lower scale of pay.

It is always necessary to see that when rules are framed that appointment by transfer should necessarily carry the same scale of pay as by other methods as otherwise the discrepancies of this nature are likely to arise.

The Commission therefore advises the Education Department to amend the rules suitably. This will also maintain intra-departmental parities among the cadres in the Education Department. The present situation warrants rectification of anomaly on account of assigning different scales for District Educational Officer, Principal of DIET. The Commission is inclined to assign the scale of Rs.12385-27750 to the Principal of DIET on par with Principals of Junior Colleges.

Finally the Commission recommends the following scales against the posts indicated therein.

Lecturer	-	Rs.18030-43630 (Rs.10285-24200)
Sr. Lecturer	-	Rs.20680-46960 (Rs.11755-26300)
Principal	-	Rs.21820-48160 (Rs.12385-27750)

13 (b). ADULT EDUCATION

Supervisor (Adult Education) : Rs.6195 -14175
No. of Posts : 254

It is stated that as part of “Scheme of Education for to all”, the staff of the department has to shoulder heavy duties and responsibilities. In the hierarchy, Supervisor has to cover 3-4 mandals of a revenue division, covering nearly 50 Continuing Education Centers. There are about 215 Supervisors working in these centres and these centers are meant for neo literates, non-formal literates, school dropouts etc. The Supervisor is to inspect the functioning of Continuing Education Centers and motivate volunteers to bring awareness among the masses on adult education. Supervisor is a promotion post to the Junior Deputy Inspector of Schools, Secondary Grade Teachers, Physical Directors Grade-II etc., of School Education Department. The request is therefore for assigning higher pay scale of Rs.6505-15025.

The method appointment to the post of Supervisor and qualifications are as follows:

Recruitment	Qualifications
i) By transfer from among the members of the Ministerial staff which include Office Assistants, Accountants, Lower Division Clerks/ Typists working in the Department of Adult Education; OR	Should have worked in the field/Department of Adult Education for a period of not less than two years.
ii) By promotion from among the Junior Deputy Inspectors of Schools, Secondary Grade Teachers, Physical Directors and Directresses Grade-II, Physical Education Teachers Grade-II and by recruitment by transfer from any other service; OR iii) By transfer from among the Officers holding posts on equal scale of pay in the Departments of School Education / Higher Education; OR	1) Should have passed S.S.C., or an examination equivalent thereto, Preference shall be given to experienced and successful Adult Education Teachers, Extension workers, NSVS, NSS, and community social service volunteers and those who have academic qualification in Adult Education; and 2) Should have atleast three years of service in the category which he was holding as on the date of selection for the post of Supervisor.

Recruitment	Qualifications
iv) By direct recruitment.	Should have passed S.S.C., or an examination equivalent thereto, Preference shall be given to experienced and successful Adult Education Teachers, Extension workers, NSVS, NSS, and community social service volunteers, Social workers and those who have an academic qualification in Adult Education.

This category has been representing the successive P.R.Cs seeking parity with School Assistant / Deputy Inspector of Schools. The same has not been accepted. The following is the details of the progression of the Pay Scales from 1978 onwards.

Name of the Category	1978	1986	1993	1999	2005
	(Rs.)				
Supervisor (Adult Education)	550-900	1100-2050	2075-4270	3950-8150/ 4190-8700 **	6195-14175
School Assistant / Deputy Inspector of Schools	575-950 /700-1200 *	1280-2440	2525-5390	4850-10250	7200-16925

* Regrouped Pay Scale of 1982

** Improved by Anomalies Committee, 2004

This category represented to Anomalies Committee, 2008 that the above category is loaded with the duties and responsibilities viz., Survey and identification of illiterates, conduct of Training Programmes / awareness Campaign etc., and requested for assigning a higher pay scale of Rs.7200-16925. The Committee recommended a pay scale of Rs.6505-15025. The same was not considered by the Government.

The Department is advised to review the service rules critically to prescribe appropriate qualifications for direct recruitment which should include at least Secondary Grade Teachers Training Certificate and the feeder category for filling these posts either by transfer or by promotion should be in the same scale or grade to avoid future anomalies as observed by PRC, 2005.

The commission is in full agreement with the views expressed by P.R.C, 2005 and advises the department to make a critical review of the present service rules duly prescribing the qualifications as prescribed to

S.G.B. Teacher so that appointment by transfer of the Teachers working in the schools can be made and also for direct recruitment. The Commission, pending review of the service rules by the Department, assigns corresponding scale of Rs.10900-31550.

Statistical Assistant	:	Rs.6505-15025
No. of Posts	:	25

It is represented that the Statistical Assistant of Adult Education Department has to play an important role in preparing plans for implementation of various literacy programmes, checking up of reports at random, collection and compilation of data analysis and review of programmes, implemented by the department. This Category is located in the O/o the Deputy Director in the Dist. Head Quarters and is entrusted with not only updation of data received from subordinate offices but also administrative duties as that of Superintendent. The duties of Statistical Assistant are an admix of both ministerial and statistical functions and cannot be equated with those of Economics and Statistics Department. Hence the request is for a higher pay scale.

Appointment to the post is made by transfer from among the members of the A P Ministerial Services and by promotion of Supervisor in the department or by transfer from among the staff working in similar wings of Bureau of Economics and Statistics or by direct recruitment. The qualifications prescribed are a degree with Mathematics or Statistics as one of the subjects and 2 years service in the category that a person holds on the date of selection and appointment in the department. Preferential qualification is 1st or 2nd class Masters Degree with Mathematics or Statistics as one of the main subjects or special subjects and experience of Statistical Analysis for 2 years.

This post was in the pay scale of Rs.600-1050 in 1978 and it was assigned the corresponding scale of Rs.1150-2110 in 1986 revision. This category represented to PRC,1993 seeking a higher pay scale of Rs.1330-2630. The PRC assigned a corresponding pay scale of Rs.2195-4560, duly taking into consideration the feeder category of Supervisor and duties of the category.

This category represented to PRC 1999 seeking parity with Deputy Statistical Officer of Economics and Statistics Department. While reiterating the views of Anomalies Committee,1995, PRC,1999 assigned the corresponding scale of pay of Rs.4190-8700.

Subsequently based on the recommendations of Anomalies Committee, 2004, the pay scale was revised to Rs.4430-9300, thus giving one stage advancement.

This category represented to PRC, 2005 seeking pay Scale of Rs.5000-10600 on par with Statistical Assistant of Agriculture, Employment and Training, Horticulture and Marketing Department etc., While assigning a revised pay scale of Rs.6505-14665, the PRC observed as follows:

“As this post is filled by either from the category of Supervisor or by transfer from among the staff working in a similar post in the department of Bureau of Economics and Statistics, the higher scale of pay of Rs.6505-14665 may be assigned”

The above pay scale has been revised to Rs.6505-15025 based on the recommendations of O.M.C.

This category represented to Anomalies Committee, 2008 seeking a higher pay scale of Rs.7770-18575. While reiterating the views of PRC, 2005, the above Committee did not make any recommendations and the committee also did not make any recommendations of re-designation of the above category.

The Commission is in full agreement with the views expressed by PRC 2005 and assigns corresponding scale of Rs.11530-33200.

Assistant Project Officer	:	Rs.7770-18575
No. of Posts	:	47

It is represented that both the State and Central Governments attach considerable importance to achieve the goal of education for all. In the hierarchy, Assistant Project Officer is the gross root level category. This category is having jurisdiction of a Revenue Division consisting of 10-16 mandals. Assistant Project Officer is also incharge of Divisional Literacy Cell. He has to supervise the work of Supervisors and Mandal Literacy Organizations of the Revenue Division. He also conducts training classes to the Volunteers/Zonal level staff and monitors the literacy Centers and continuing Education Programme. He reports to Deputy Director at Dist. Level.

Keeping in view the above , this category was recommended a higher pay scale of Rs.8385-19125 by the Anomalies Committee, 2008, but the same has not been considered. Hence request is for pay scale of Rs. 8385-19125.

According to the service rules, appointment to this category is made by transfer from Upper Divisional Clerks and Statistical Assistant working in the Adult Education department and Supervisors or by promotion from the category of Deputy Inspector of Schools (Grade II) and from among Officers

working in identical posts in the Departments of Higher Education, Agriculture, Animal Husbandry, Medical and Health Services and Panchayat Raj. Appointment to this category is also made by transfer from among Officers who are on equal scale of pay in the Departments of School Education and Higher Education. This category is also appointed by direct recruitment.

The qualifications prescribed for appointment by transfer from the category of Upper Divisional Clerks or Supervisors with a minimum two years service in the field/Department of Adult Education and other things being equal, preference shall be given to those who finished training in Adult Education or have experience in Adult Education Programmes and also those who worked with Disadvantaged Groups.

The qualifications prescribed for appointment by promotion from the category of Deputy Inspector of Schools etc., are a Degree in Arts/ Science/ Commerce/ Education/Veterinary Science/Medicine/ or those who exposed to adult education programmes.

The qualifications prescribed for direct recruitment are a Degree in Arts/ Science/ Commerce/ Education/Veterinary Science/Medicine. Preference shall be given to those finished training in Adult Education, those who possess a degree or Diploma in Adult Education and worked with Disadvantaged Groups.

This post was in the pay scale of Rs.700-1200 in 1978 and was assigned a revised scale of Rs.1330-2630 in 1986 revision, thus this category was given one stage advancement. This category did not represent to PRC,1993, however the corresponding pay scale of Rs.2525-5390 was assigned.

This category represented to PRC,1999 seeking parity with Superintendent. Another request was also made for a higher pay of Rs.3110-6380 on the ground that the difference between the scale of Assistant Project Officer and Project Officer had been widened and requested to narrow down gap in the pay scale. The PRC did not agree and the corresponding pay scale of Rs.4850-10285 was assigned.

This category represented to Anomalies Committee, 2004 seeking parity with Superintendent on the ground that this category had parity with Superintendent in 1993 revision and the same was disturbed in 1999 revision. The Committee assigned a revised pay scale of Rs.5000-10600, thus this category was given one stage advancement.

This category represented to PRC,2005 seeking a higher pay scale of Rs.5980-12100 on par with Mandal Education Officer on the ground that

their duties are comparable with them. The PRC assigned a revised pay scale of Rs.7770-17455, thus this category was given one stage advancement. The same has been revised to Rs.7770-18575 based on the recommendations of OMC.

This category represented to Anomalies Committee 2008, seeking a higher pay scale of Rs.8815-20300. It was also requested for change of designation in respect of the following categories.

Asst. Project Officer	-	Divisional Adult Education Officer
Statistical Assistant	-	District Monitoring Officer
Supervisor	-	Mandal Adult Education Officer.

The Committee recommended pay scales of Rs.6505-15025 and Rs.8385-19125 for the categories of Supervisors and the Assistant Project Officers respectively. The Committee did not agree for re-designation of the posts on the ground that the issue does not come within the purview of the committee. However, the above recommendations were not considered by the Govt.

Taking into account, the duties attached to the post and the Jurisdiction of a Revenue Division and also the post can be filled by the Sr. Assistants / Statistical Assistants working in the Adult Education Dept., the Commission recommends the pay scale of Rs.14860-39540 (Rs.8385-19125) for the category of Assistant Project Officer which is the scale recommended for Superintendents.

Project Officer/Assistant		
Director	:	Rs.10285-24200
No. of Posts	:	39
Deputy Director	:	Rs.12385-27750
No. of Posts	:	25
Joint Director	:	Rs.14600-29250
No. of Posts	:	1
Director	:	Rs.16925-30765
No. of Posts	:	1

The above categories have not represented to the PRC.

According to the Service Rules, appointment to the category of Assistant Director/ Project Officer is made by direct recruitment and also by promotion from Assistant Project Officer. This category is also filled in by

transfer from the categories of Superintendents working in the Adult Education Department .

Appointment to the post of Deputy Director is made by promotion from Assistant Director/ Project Officer and if no qualified candidate is available from the above categories, by transfer on tenure basis of an Officer of the rank of Deputy Director of School Education.

Appointment to the post of Joint Director is by promotion from Deputy Director and if no qualified candidates are found suitable, by transfer on tenure basis of a Joint Director of School Education.

Appointment to the post of Director is by promotion from Joint Director or by transfer on tenure basis of a person not below the rank of Joint Director of School Education.

The following pay scales are assigned to these categories in the earlier pay revisions:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Assistant Director/ Project Officer	1050- 1600	1980- 3500	3640- 7580	6950- 14425	10285- 24200
Deputy Director	1300- 1900	2410- 4050	4400- 8700	8400- 16525	12385- 27750
Joint Director	--	2690- 4440	5040- 8700	9600- 16525	14600- 29250
Director	2000- 2500	2880- 4930	5770- 9260	10950- 17575	16925- 30765

The categories of Assistant Director / Project Officer are having parity with Asst. Directors of other departments including School Education Department. Similarly Deputy Director is having parity with Deputy Directors of other departments. Joint Director is one stage below of Joint Director of School Education (Rs.15500-30000) and Director of Adult Education is one stage below the Additional Director of School Education (Rs.18025-30765).

The channel to administrative posts is an opportunity available to Teachers to move away from their main line business of Teaching or administering school in the case of Head Master to purely administration work which effectively means change of occupation. If the Teachers feel inclined to go away from their chosen line, they should be willing to leave midcourse change irrespective of the scale of pay attached to that post. Hence, to assume that Assistant Director is a promotion for a Gazetted Head Master

is wrong. The only promotion normally available to a teacher is to head the Institution as Head Master and become a Lecturer which again is a part of the teaching line. Assistant Director should, therefore, be treated as shift from teaching to non-teaching which is a conscious choice made by the teachers. Therefore, the contention that rise in the pay scale of Teachers / Lectures should necessarily lead to rise in the scale of pay of administrative posts is erroneous.

In order to keep relative parities among the similar cadres in School Education, the Commission recommends the following scales for the categories of Assistant Director, Deputy Director and Joint Director.

Assistant Director	:	Rs.18030-43630 (10285-24200)
Deputy Director	:	Rs.21820-48160 (12385-27750)
Joint Director	:	Rs.25600-50560 (14600-29250)

In the case of Director, the Commission recommends the scale which is one stage below the Addl. Director of School Education, as it is also being filled by the Joint Director of School Education.

13 (d). ANDHRA PRADESH GOVERNMENT TEXT BOOK PRESS

The Andhra Pradesh Government Text Book Press was established in the year 1958. It prints and distributes nationalized text books exclusively. It functions from the Printing Press located in Mint Compound, Hyderabad. There are two wings - i) technical wing and ii) ministerial wing. Apart from the Press at Hyderabad, there are twenty three Sales Offices in the Districts i.e., one in each district to make available the required free text books to students studying in Classes I to X. The free component of Nationalized Text Books are printed to the capacity of the press at Hyderabad and the balance work is entrusted to the private printers.

In addition to the requests for revision of pay scales of certain categories of posts, the general requests are :-

- (i) merger of the existing D.A as on 1-7-2008,
- (ii) modification of Automatic Advancement Scheme periodicity to every 5 years of service, and
- (iii) sanction of advance increments, to review of pension structure, etc.

The above requests are dealt with in the relevant chapters of Volume-I of the report. The requests for revision of scales of pay are examined below:

Caretaker-cum-Receptionist	:	Rs.4825-10845
No. of Posts	:	2

The A.P. Text Book Press Supervisory Staff Association represented that the post of Care Taker and Receptionist is a peculiar post and such a post is not existing in any other department. The duties and responsibilities attached to the post are, multifarious, risky and call for vigilance around the clock. He has to arrange security for costly machinery, huge stock of paper and printed books. There are about thousand employees working in two shifts. He determines duties for watchman in three shifts who checks the baggage of the employees reporting to duty in two shifts. It is requested to equate the post with the Deputy Foreman which is in the existing scale of Rs.6195-14175 and assign D.A. merged scale of Rs.8815-20300.

The post is filled by Direct Recruitment or by transfer. The qualification is possession of Minimum General Educational qualification and experience of two years in any industrial or commercial work in reception work.

The pay scale of the post from time to time is as under:

1974	1978	1986	1993	1999	2005
(Rs.)					
240-420	425-650	910-1625	1665-3200	<u>3130-6150</u> 3290-6550*	4825-10845

*improved by the Anomalies Committee, 2004.

The Commission is convinced that the existing scale is adequate and assigns the corresponding scale of Rs.8440-24950.

Process Operator (BMS) : Rs.5750-13030
No. of Posts : 1

Assistant Supervisor(PMS) : Rs.5750-13030
No. of Posts : 2

Artist (PMS) : Rs.5750-13030
No. of Posts :

Assistant Cameraman Grade I : Rs.5750-13030
No. of Posts : 1

Charge man (Elec.) : Rs.5750-13030
No. of Posts : 1

The Association represented that the above posts constitute one group based on the qualifications, duties and responsibilities. It is requested to assign the pay scale of Rs.12700-26300.

The method of recruitment and the qualification for these posts are as under:.

Category	Method of Recruitment	Qualifications	
		For Direct Recruitment	For promotion/Transfer
Process Operator (BMS)	By Direct Recruitment and promotion from Plate Printer /Etcher	Minimum General Educational qualification	
Assistant Supervisor (PMS)	By Direct Recruitment	Minimum General Educational qualification	

Category	Method of Recruitment	Qualifications	
		For Direct Recruitment	For promotion/Transfer
Artist (P&DR)	By Direct Recruitment and promotion from the category of Assistant Artist	Minimum General Educational qualifications and Diploma/Certificate of Higher Grade in Drawing	
Assistant Camera Man Grade I	By Direct Recruitment and promotion from the category of Assistant Cameraman Grade II	Minimum General Educational qualification	
Charge man (Electrical)	By Direct Recruitment and promotion from the category of Senior Electrician	Diploma in Electrical Engineering	ITI (Electrical) or Wireman's Certificate

All these categories are carrying time scale of pay from the inception and the pay scale of these posts from time to time are as under:

1974	1978	1986	1993	1999	2005
(Rs.)					
290-520	530-850	1050-1945	2075-4270	3950-8150	5750-13030

The earlier Pay Revision Commissions assigned scales to these posts keeping in view their experience, skill and expertise. The Commission is convinced that the existing scale is commensurate with the responsibilities attached to the post. Accordingly, the corresponding scale is assigned (Rs.10020-29200).

Head Computer	:	Rs.6195-14175
No. of Posts	:	2
Senior Reader	:	Rs.6195-14175
No. of Posts	:	4

Deputy Foreman : **Rs.6195-14175**
 No. of Posts : 15

Offset Assistant : **Rs.6195-14175**
 No. of Posts : 2

It is represented that the Head Computer is the Head of the Section which consists of Computers, Task Writers and Progress Checkers etc. He is responsible for preparation of Job docket and evaluation of progress in production units and maintenance of daily, weekly and monthly reports and comparative statements. It is requested to assign (a) D.A. merged scale of Rs. 15025-33435 to the Head Computer and also to assign the scale on par with Foreman and General Supervisor (Rs.7770-18575); (b) D.A. merged scale of Rs.12700-26300 to the categories of Senior Reader, Deputy Foreman and Offset Assistant.

The qualifications prescribed for the above categories are as follows:-

Category	Method of Recruitment	Qualifications	
		Direct recruitment	Promotion/transfer
Head Computer	By Direct Recruitment or by promotion from the category of Compositor (SG)	Minimum General Educational Qualifications and Diploma/ Certificate in Printing	Minimum General Educational Qualification
Senior Reader	By Direct Recruitment or by promotion from the category of Junior Reader	Degree and Proof Reading Higher Grade	Proof Reading by Higher Grade
Deputy Foreman	By Direct Recruitment or by promotion from the category of Senior Machine Minder (LP)/ Senior Binder (SG), Task Writer, Progress Checker	Minimum General Educational Qualifications Diploma in Printing Technology	Minimum General Educational Qualification s Diploma in Printing Technology
Offset Assistant	By Direct Recruitment		Experience of 5 Years in offset machine work.

All the above categories are categorized as one group. The scales of pay of these posts from time to time are as indicated below:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Head Computer	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Senior Reader	290-520	575-950	1100-2050	2195-4560	4190-8700	6195-14175
Deputy Foreman (Composing)	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Deputy Foreman (Mono Composing)	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Deputy Foreman (Binding)	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Deputy Foreman (Offset)	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Deputy Foreman (Rotary)	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Deputy Foreman (Arch.,)	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Deputy Forman (LP)	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Offset Assistant	310-560	530-850	1050-1945	2195-4560	4190-8700	6195-14175

The Pay Revision Commissioner, 1993 equated all the above posts and assigned a common scale of Rs.2195-4560. The Pay Revision Commissioners, 1999 and 2005 assigned corresponding scales. The posts are on par with the Deputy Foreman and can not be equated with the post of Foreman. There are no new grounds which warrant up-gradation to a higher scale. The Commission therefore, assigns a corresponding scale to the above categories Rs.10900-31550.

Chief Time Keeper : **Rs.6505-15025**

No. of Posts : 1

Chief Mechanic : **Rs.6505-15025**

No. of Posts : 2

Chief Electrician : **Rs.6505-15025**

No. of Posts : 1

It is represented that the Chief Time Keeper maintains timings and Card punching in and out employees shift wise and maintains the leave accounts of the employees. He is the Section Head for time office. The Chief Mechanic and Chief Electrician are involved in all the duties and responsibilities comparable to the Chief Foreman (Maintenance). They have to attend the repairs to the machinery both Electrical and Mechanical, Oil circulation and General Cleaning works are also attended to daily. The Chief Electrician has to repair the printing machinery such as Offset, Letter Press, Rotary & Binding Sections besides highly power generated Cutting Machines for more than 50 Machines of about 1500 HP in different Technical Sections.

It is requested to assign (a) D.A. merged scale of Rs.15025-33435 to the Chief Time Keeper and also to assign the scale on par with Foreman and General Supervisor; and (b) to assign the D.A. merged scale of Rs.15025-33435 to the remaining categories.

The method of recruitment and the qualifications prescribed for the above categories are as follows:-

Category	Method of Recruitment	Qualifications	
		Direct recruitment	Promotion/transfer
Chief Time Keeper	By Direct Recruitment or promotion from the category of Time Keeper	Degree	3 years experience as Senior Time Keeper.
Chief Mechanic	By Direct Recruitment or promotion from the category of Senior Mechanic	Diploma in Mechanical Engineering.	5 years experience as Senior Mechanic
Chief Electrician	By Direct Recruitment or promotion from the category of Charge man	Diploma in Electrical Engineering.	Certificate in Electrical Course.

The pay scales attached to these posts from time to time are as indicated below:

Category	1978	1986	1993	1999	2005
Chief Time Keeper	600-1150	1150-2110	2315-4880	4430-9300	6505-15025
Chief Mechanic	600-1150	1150-2110	2315-4880	4430-9300	6505-15025
Chief Electrician	600-1150	1150-2110	2315-4880	4430-9300	6505-15025

We see no reason to deviate from the well established parities and relativities for decades and accordingly assign corresponding scale to the above categories i.e., Rs.11530-33200.

Top Senior Foreman	:	Rs.7770-18575
No. of posts	:	1
Head Reader	:	Rs.7770-18575
No. of posts	:	2
General Supervisor (Offset)	:	Rs.7770-18575
No. of posts	:	2
Foreman	:	Rs.7770-18575
No. of posts	:	11
Supervisor (PMS)	:	Rs.7770-18575
No. of posts	:	2
Chief Cameraman	:	Rs.7770-18575
No. of posts	:	1
Chief Artist	:	Rs.7770-18575
No. of posts	:	1

It is represented that the post of Foreman is the feeder Post to Asst. Director (Tech) and he is responsible for the entire Technical Section consisting of 25 to 150 workers bears, high risk to execute and extract work from workers to accomplish the requirements of the Government in stipulated time. In the Master Scales, the difference in the Basic Pay between Foreman and Asst. Director has widened when compared to earlier pay scales. In some sections, the worker's pay scale is higher i.e., Rs.7770-18575 which creates problem in supervision and extraction work from the latter. It is requested to assign the D.A. merged scale of Rs.15025-33435 to the above categories.

The method of recruitment and the qualifications prescribed for the above categories are as follows:-

Category	Method of Recruitment	Qualifications	
		Direct recruitment	Promotion/trans fer
Top Senior Foreman	By Direct Recruitment or by promotion from the category	Diploma/ Licentiate in Printing Technology	Two years experience in any supervisory capacity on technical side.
Head Reader	By Direct Recruitment or by promotion from the category of Senior Reader	Degree with Telugu as second Language	Degree with Telugu as Second Language
General Supervisor (Offset)	By Direct Recruitment or by promotion from the category of Deputy Foreman Offset	Diploma or Certificate in Printing and Minimum General Educational Qualification	Minimum General Educational Qualification. Five years experience
Foreman	By Direct Recruitment or promotion from the category of Deputy Foreman of respective sections, Process Operator (BMS)	Diploma in Fine Arts/Drawing & Printing/Commercial Art and Minimum General Educational Qualification	Five years experience
Supervisor (PMS)	By Direct Recruitment or promotion from the category of Assistant Supervisor	Diploma/ Licentiate in Printing Technology	Two years experience in any supervisory capacity on technical side.

Category	Method of Recruitment	Qualifications	
		Direct recruitment	Promotion/trans fer
Chief Cameraman	By Direct Recruitment or promotion from the category of Process Cameraman	Degree with Telugu as second Language	Degree with Telugu as second Language
Chief Artist	By Direct Recruitment or promotion from the category of Artist	Diploma or Certificate in Printing and Minimum General Educational Qualification	Minimum General Educational Qualification and five years experience

The pay scale of these posts from time to time are as under:

1974	1978	1986	1993	1999	2005
(Rs.)					
360-700	650-1100	1330-2630	2600-5580	5000-10600	7770-18575

Keeping in view the parities and relativities established by successive Pay Revision Commissions and with the improvement of scale by the last Pay Revision Commission, we are convinced that the existing scale is adequate. Accordingly, corresponding scale is assigned i.e., Rs.13660-38570.

Chief Copy Editor	:	Rs.9285-21550
No. of Posts	:	1
Chief Foreman	:	Rs.9285-21550
No. of Posts	:	2
Chief Foreman (Offset)	:	Rs.9285-21550
No. of Posts	:	1

It is represented that the Chief Foreman (G) is responsible for co-ordination between Technical Sections and also to ensure discipline in shifts. He also looks after the shift work. The Chief Foreman (Maintenance) is responsible for maintenance of the entire machinery in the Text Book Press. He is in charge of repairs and purchase of the raw materials, Tools etc.,. The Chief Copy Editor is responsible to edit the Manuscripts, page set up, general

correspondence with Special Officer, DSC & SCERT The Chief Foreman (Offset) is the Chief of Offset Printing Process by which method 80 percent of printing programme in the Press is being planned and completed. It is represented for assigning the D.A. merged scale of Rs. 19675-35595 to the above categories.

Category	Method of Recruitment	Qualifications	
		Direct recruitment	Promotion/transfer
Chief Copy Editor	By Direct Recruitment or by promotion from the category of Head Reader	Degree with Telugu as second language & pass in Proof Reading examination	Degree with Telugu & pass in Proof Reading examination
Chief Foreman	By Direct Recruitment or by promotion from the category of Chief Mechanic, Head Reader, General Supervisor and Foreman of all sections	Degree or Diploma in Mechanical engineering	Five years experience as Chief Mechanic.

One post of General Supervisor (Offset) is upgraded as Chief Foreman (Offset) vide G.O.Ms.No.29 Fin.(SMPC)Dept., dt.24-1-2008.

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

1978	1986	1993	1999	2005
(Rs.)				
900-1500	1550-3050	3110-6380	5980-12100	9285-21550

Keeping in view the parities and relativities established by successive Pay Revision Commissions and with the improvement of scale by the last Pay Revision Commission, we are convinced that the existing scale is adequate. Accordingly, corresponding scale is assigned (Rs.16150-42590).

13 (e). PUBLIC LIBRARIES DEPARTMENT

Assistant Librarian Grade-II : Rs.6195-14175
No. of posts :

No representation has been received.

This category is filled by promotion from Card Writer/ Book Keeper and Supervisor Grade-II and also by transfer of Junior Assistant. For both the methods, one must have a degree and a degree in Library Science.

This category has been representing to successive PRCs seeking higher pay scales than Senior Assistants and also for a higher pay scales than similar categories in other Departments i.e., School Education and Intermediate Education. The same has not been accepted.

The following is the progression of pay scales from 1978:

Name of the category	1978	1986	1993	1999	2005
Assistant Librarian Grade-II	530-850	1100-2050 (one stage improvement)	2195-4560 (one stage improvement)	4190-8700 (corresponding scale)	6195-14175 (corresponding scale)

The Commission is convinced that the existing scale is adequate and accordingly assigns corresponding scale (Rs.10900-31550).

Assistant Librarian Grade-I : Rs.7770-18575
No. of posts :

No representation has been received.

As per service rules, this category is filled by promotion from Librarian Grade-II / Classifier / Supervisor Grade-II. One must possess a degree with a degree in library Science.

This category has been representing to the successive PRCs, seeking higher scale. The following is the progression of pay scales for this category from 1978 onwards.

Name of the category	1978	1986	1993	1999	2005
Assistant Librarian Grade-I of Public Libraries Dept.	650-1300	1330-2630 (2 stages improvement)	2600-5680 (one stage improvement)	5000-10600 (corresponding scale)	7770-18575 (one stage improvement)

The Commission, taking into account the qualifications prescribed for the post and the duties which are supervisory in nature is inclined to improve the scale. Accordingly, the Commission recommends the scale of Rs.14860-39540 corresponding to the scale of Rs.8385-19125 to the category of Assistant Librarian Grade – I, which is presently in the pay scale of Rs.7770-18575.

Librarian (Gazetted) : Rs.10285-24200
No. of posts :

No representations have been received.

As per the service rules, the category is filled by promotion from Librarian Grade-I. One must possess a degree with a degree in Library Science.

This category has been representing to the successive PRCs, seeking higher scale. The following is the progression of pay scales for this category from 1978.

Name of the category	1978	1986	1993	1999	2005
Librarian (Gazetted) of Public Libraries Department.	900-1500	1810-3230 (one stage improvement)	3640-7580 (one stage improvement)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)

The Commission notices that this post is on par with Assistant Director in several departments and is convinced that the existing scale is adequate. In view of this, the Commission assigns the corresponding scale (Rs.18030-43630).

13 (f). JAWAHAR BAL BHAVAN

Dance Instructor	:	Rs.5470-12385
(Folkdance, Kathak, Bharathanatyam, Kuchipudi)		
No. of posts	:	02

It is represented that there is no promotional channel to this category. The individuals are working nearly for the last two decades. The request is for parity with Lecturer in Government Music College who is in the scale of Rs.9285- 21550.

According to the Service rules, appointment to the post of Dance Instructor is by direct recruitment and the qualifications prescribed are a pass in 10th class and a diploma or certificate in Kuchipudi or Bharathanatyam from a recognized or reputed Institution.

The post was in the pay scale of Rs.500-800 in 1978 revision. A revised pay Scale of Rs.1010-1800 was assigned in 1986 revision by improving the same by one stage. During the pay revision 1993, the category was assigned the scale of Rs.1975 – 4010 and it was improved by one stage. In the 1999 pay Revision, corresponding pay scale of Rs.3750-7650 was assigned.

The plea for parity with Lecturer in Music College was made before PRC 2005. The PRC did not agree. Keeping in view of the Qualifications, duties and responsibilities, the pay Scale on par with Secondary Grade Teacher i.e. 5470- 12325 was assigned and the same was revised to Rs.5470-12385 as per the recommendations of the OMC.

This category represented to the Anomalies Committee 2008 seeking parity with Lecturer in Govt. Music & Dance College and the above committee recommended a Pay Scale of Rs.9285-21550. This was not accepted by the Government.

The category of Lecturer in the Government College of Music and Dance is filled by promotion from Associate Lecturer or by direct recruitment / by transfer from any other service. One must have a degree in the concerned branch of Music with teaching experience of not less than two years. Alternatively the individual must have Minimum General Educational qualification and must have undergone regular training under a Teacher of repute in the subject or Diploma in music with experience as a Teacher for at least 4 years.

The Commission is unable to understand the equation made by the Anomalies Committee between Dance Instructor and the Lecturer in Government Music College. This is just like equating the post of Secondary Grade Teacher with that of Lecturer in a Degree College. Further any revision of scale of pay will disturb the existing parities. The post of Dance Instructor is having parity with the Tabala Accompanist and Junior Craft Instructor in the same Bal Bhavan.

In view of the above position, the parity with the lecturer in Govt. College of Music & Dance is not appropriate, as the of qualifications, duties and responsibilities vary.

The Commission is in full agreement with the recommendations of PRC 2005 and accordingly recommends the scale of Rs.10900-31550 as applicable to Secondary grade Teacher.

13 (h). ZILLA GRANDHALAYA SAMSTHA

Librarian Grade-III	:	Rs.4825-10845
No. of Posts	:	1079

It is contended that before PRC 1986 they were given the Pay Scale on par with Secondary Grade Teacher and in the PRC 1986, the Secondary Grade Teacher was assigned higher Pay Scale of Rs.1010-1800 whereas this category was given the pay scale Rs.910- 1625 on par with the Junior Assistant. Further it was represented that the category of Junior assistant is the feeder category for promotion to the post of Librarian Grade-III. It is therefore requested to consider the duties and responsibilities of this category and assign a higher Scale of pay than that of Junior Assistant. This is also sought on the ground that the qualifications prescribed are higher than the qualification prescribed for Junior Assistant.

According to Service Rules the Qualification for direct recruitment to this category is Minimum general Educational Qualification prescribed in the General Rules for the State and Subordinate Service and a Certificate in Library Science of a University in India or of an Institution recognized by the UGC or the State Government. There is also promotion from the Category of Record Assistant or by transfer from any other Service . In G.O.Ms.No.453 Education (Lib.VI) Department, Dt. 29-09-1986 the service Rules were amended duly incorporating the Category of Junior Assistant / Typist and Attenders as feeder category for the promotion of Librarian Grade-III.

This issue was reviewed by the PRCs of 1999 and 2005. It was considered that comparison with Secondary Grade Teacher was not appropriate as the qualification and duties differ. Further appointment by transfer to this category is not only from the Junior Assistant , but also from Record Assistant and Attenders. In such a situation it is difficult to construe the appointment of a Junior Assistant to this category as promotion.

Comparison with Secondary Grade Teacher is not apt as the duties are different. Further in the Department of Public Libraries, Card Writer/ Book Keeper/Supervisor Grade-II whose minimum qualification is also Matriculation with Certificate in Library Science was assigned the same pay Scale of Rs.4825-10845.

The Commission accordingly recommends to continue the existing parity with the above post and assigns corresponding scale of Rs.8440-24950.

Librarian Grad-II : **Rs.6195-14175**
 No. of posts : 153

No representation has been received.

The category of Librarian Grade-II is filled in by promotion and by direct recruitment. For direct recruitment, one must have a degree and a degree in Library Science.

This category has been representing to the successive PRCs seeking parity with School Assistants. The same has not been accepted. This category is having parity with Assistant Librarian Grade-II of Public Libraries Department. The following is the progression of pay scales of this category and School Assistant from 1978.

Name of the category	1978	1982	1986	1993	1999	2005
	(Rs.)					
Librarian Gr-II	500-800	--	1100-2050 (3 stages improvement)	2195-4560 (one stage improvement)	4190-8700 (corresponding scale)	6195-14175 (corresponding scale)
School Assistant	575-950	700-1200 (3 stages Improvement)	1280-2440 (corresponding scale)	2525-5390 (one stage)	4850-10250 (corresponding scale)	7200-14175 (corresponding scale)
Assistant Librarian Gr-II of Public Libraries Dept.	530-850	--	1100-2050 (2 stages improvement)	2195-4560 (one stage improvement)	4190-8700 (corresponding scale)	6195-14175 (corresponding scale)

The Commission is convinced that the existing scale is adequate and accordingly assigns corresponding scale of Rs.10900-31550.

**Librarian Grade-I/
 Deputy Librarian** : **Rs.7770-18575**
 No. of posts : 72

No representation has been received.

This category is filled in by promotion for Librarian Grade-II / by transfer of Senior Assistant and also by direct recruitment. For the above methods, one must have a degree and a degree in Library Science.

This category has been representing to the successive PRCs, seeking parity with Head Masters of Secondary Schools and Librarian Grade-I of I&PR Department. The same has not been accepted. This category is having parity with Assistant Librarian Gr-I of Public Libraries Department. The following is the progression of pay scales for this category and comparable categories from 1978.

Name of the category	1978	1982	1986	1993	1999	2005
Librarian Gr-I	650-1100	--	1330-2630 (2 stages improvement)	2600-5580 (one stage improvement)	5000-10600 (corresponding scale)	7770-18575 (one stage improvement)
Librarian Gr-I of I&PR Dept.	800-1450	--	1550-3050 (one stage improvement)	3110-6380 (one stage improvement)	5980-12100 (corresponding scale)	9285-21550 (one stage improvement)
Head Master of Secondary Schools	750-1300	900-1500 (3 stages improvement)	1550-3050	3110-6380 (one stage improvement)	5980-12100 (corresponding scale)	9285-21550 (one stage improvement)
Assistant Librarian Gr-I of Public Libraries Dept.	650-1100	--	1330-2630 (2 stages improvement)	2600-5680 (one stage improvement)	5000-10600 (corresponding scale)	7770-18575 (one stage improvement)

The Commission, taking into account the qualifications prescribed for the post and the duties is inclined to improve the scale. Accordingly, the Commission recommends the scale of Rs.14860-39540 corresponding to the scale of Rs.8385-19125 to the category of Librarian Grade – I / Deputy Librarian, which is presently in pay scale of Rs.7770-18575.

City Central Librarians / District Librarian and E.O. Secretary. Zilla Grandhalaya Samstha

No. of posts : 22

No representation has been revised.

This category is filled in by promotion from the category of Librarian Grade-I.

This category has been representing to the successive PRCs seeking parity with District Educational Officer. The same was not accepted. This category is having parity with Librarian (Gazetted) of Public Libraries Department. The following is the progression of pay scales from 1978 onwards.

Name of the category	1978	1986	1993	1999	2005
City Central Librarians / District Librarian and E.O. Secretary. Zilla Grandhalaya Samstha	900-1500	1980-3500 (2 stages improvement)	3640-7580 (corresponding scale)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)
District Educational Officer	1300 - 1900	2410-4050 (one stage improvement)	4400-8700 (corresponding scale)	8400-16525 (corresponding scale)	12385-27750 (corresponding scale)
Librarian (Gazetted) of Public Libraries Department.	900-1500	1810-3230 (one stage improvement)	3640-7580 (one stage improvement)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)

He is already on par with Librarian (Gazetted) in the Department of Public Libraries. The Commission recommends parity with the post of Librarian (Gazetted) and accordingly assigns corresponding scale of Rs.18030-43630.

14 (a). INTERMEDIATE EDUCATION

**Junior Lecturer (General) /
Junior Lecturer (Vocational Courses)
Working on Minimum of
Pay Scale of : Rs.9285/- p.m.**

Represented that this category was allowed minimum remuneration of Rs.5980/- P.M. and Rs.9285/- P.M. in the revised pay Scales of 1999 and 2005 respectively. These amounts were the minimum pay allowed to the regular Junior Lecturer. It is represented that even this amount was allowed after one year or six months from the date of implementation of PRC recommendations. They had to apply to the Government and the Govt. issues orders with prospective effect. Those drawing the minimum pay are not having the GPF accounts, due to which they are not enjoying the arrears of pay revision. Hence it is requested for issue of necessary instructions to the Government to allow all monetary benefits from the date of implementation of PRC along with other Govt. employees. The same request is also made by Senior Instructor (Vocational) who are also drawing a minimum pay.

This is a general problem concerning not only Government employees but also other employees working in Aided Institutions etc, Government, keeping in view the ways and means position issues orders prospectively on a condition that the arrears from the date of implementation would be credited to GPF accounts of the respective employees. A number of Associations also made a request for implementation of the orders from the date the pay scales come into force.

The Commission is of the view that the demand is genuine and there is a force in their request. The Commission accordingly recommends to give the benefits of revised pay scales from the date of implementation of the PRCs scales. Where, for any reason, the Government decides to insist on depositing the arrears in the P.F. account, those who are not eligible to have P.F. accounts may be given the benefit of cash payment. Since such cases will be small, it will have no major financial implications. This cannot be termed as discriminatory as this category of employees are deprived of various other perquisites available to their counterparts.

Lab Attender/Lab Assistant : Rs.4050-9050
(Vocational course)
No. of posts : 1970

It is represented that Lab Attenders and Record Assistants were in the same Scale upto 1993 revision. In the subsequent revisions of 1999 and 2005, this category was allowed lower pay scales, whereas Record Assistant was

allowed higher pay scales. Hence it is requested for rectification of anomaly and to assign pay scale of Rs.4260-9560 on par with Record Assistant.

According to the Service Rules issued in G.O.Ms.No.79 dt:25/11/2002, this category is filled in by transfer from the post of Record Assistant or Attender. One must have passed SSC or equivalent qualification and possess a Trade certificate in the concerned trade.

This post was created on the scale of Rs.350-550 in the year 1985. It was given the corresponding scale of Rs.740-1150 in 1986 revision. The pay scale was raised to Rs.780-1275 based on the recommendations of the Anomalies and Regrouping Committee (1990). Thus this category was given one stage advancement.

This category represented to PRC 1993 seeking a pay scale of Rs.1010-1800 on par with new common category posts. The PRC observed that the duties of the Lab Attender were to assist the Senior Instructor and assigned the corresponding pay scale of Rs.1475-2675.

This category represented to PRC 1999, seeking a pay scale two steps higher than that of Lab Attender in Education Department. While assigning the corresponding pay scale of Rs.2750-5150, the PRC, 1999 observed the following:

“According to the service rules issued in G.O.Ms.No.146, Education Department dated 20-4-89, the minimum qualification for this post is a pass in SSC or and a pass in ITI in the concerned Trade. The rule position regarding ITI qualification is not clear.”

This category represented to PRC 2005, seeking a higher pay scale than their counterparts in general Education, as they were having higher qualifications. While reiterating the views of PRC 1999, the PRC, 2005 assigned the corresponding pay scale of Rs.4050-9050. This category did not represent to Anomalies Committee, 2008.

The following pay scales were assigned to the categories of Record Assistant/ Lab Attender (Vocational courses) in successive revisions:

Name of the category	1978	1986	A/RGC 1990	1993	1999	2005
	(Rs.)					
Record Assistant	350-	780-	--	1535-	2870-	4260-
Lab Attender	550	1275		2840	5470	9520
(Vocational courses)	350-	740-	780-	1475-	2750-	4050-
	550	1150	1275	2675	5150	9050

According to the Service Rules issued in G.O.Ms.No.79 dt:25/11/2002, the qualifications prescribed for the post of Lab Attender by direct recruitment are a pass in S.S.C. and also possess a trade certificate in concerned Trade issued by any I.T.I in the State or its equivalent qualification. It is also laid down that the post can be filled by Record Assistant or Attender by transfer.

The Commission feels that the ends of justice would be met if it recommends the scale on par with Record Assistant. We accordingly recommend scale on par with Record Assistant.

Senior Instructor		
(Vocational course)	:	Rs.5750-13030
No. of posts	:	53

It is represented that the Vocational Education is akin to Technical Education in Polytechnic Colleges. Both Vocational Education and Technical Education have initially been brought in as Centrally sponsored Programmes at 10+2 and 10+3 stages of Education.

In spite of this, the Senior Instructors of the Vocational Education stream who belong to the teaching cadre have been given a lower scale of pay of Rs.5750-13030. The request is for a higher pay scale of Rs.7770-18575.

This post was initially on the scale of Rs.550-900 in 1978 revision and the above post was absorbed in Higher Education and the above fact was not brought to the notice of PRC 1986.

Subsequently as per the recommendations of Anomalies and Regrouping Committee (1990), the corresponding scale of R.1050-1945 was assigned in 1986 scales. This category represented to PRC 1993, seeking parity with Senior Instructors of Technical Education on the ground that both the categories were in the pay scale of Rs.550-900 in 1978 revision. The PRC assigned a revised pay scale of Rs.2075-4270, duly considering the qualifications, duties and responsibilities. Thus this category was given one stage advancement. The PRC, 1999, ruled out parity with Junior Lecturer in view of the qualifications prescribed for this category and assigned the corresponding pay scale of Rs.3950-8150.

The PRC 2005 did not agree for parity with Jr. Lecturer and assigned a revised pay scale of Rs.5750-12955. The same has been revised to Rs.5750-13030 as per recommendations of OMC.

This category did not make any representation to the Anomalies Committee, 2008.

The Senior Instructor of Technical Education Department is in the pay scale of Rs.6195-14175. The qualifications for this post are a Diploma in Mechanical or Automobile Engineering issued by State Board of Technical Education and Training or ITI certificate in the concerned trade with two year experience. The PRC, 2005 awarded the scale of Rs.6195-13945(the same was revised to Rs.6195-14175). The qualifications prescribed for Senior Instructors(Vocational courses) are similar to those prescribed for Senior Instructors of Technical Education Department. The Commission, in order to bring parity, assigns the scale of Rs.10900-31550 (Rs.6195-14175) to the Senior Instructor.

Librarian (Junior Colleges)	:	Rs.9285-21550
No. of posts	:	529

It is represented that Librarians have responsibilities of Book selection, acquisition information resource service accessories, classification, cataloguing, indexing of books and periodicals etc. They are also having technical duties, similar to those of Librarians of Government colleges and Government Polytechnics. They are discharging academic duties like teaching / engaging classes of Intermediate without taking any additional remuneration. They are also acting as supervisor cum guide for project work and evaluation of project work in environmental education. They are also working as coordinators for EAMCET classes and custodians of educational channel and conducting Tele lessons to the students. Hence, the request is for a higher pay scale of Rs.10285-24200 on par with Librarians of Government Degree College. Another request on behalf of Librarians of Aided Junior Colleges is for assigning the corresponding pay scale of Rs.9285-21550 in the new pay scale.

It was further requested that they be conferred Gazetted Status and also re-designate them as Junior Lecturer in Library Science.

As per service rules issued in G.O.Ms.No.79, Higher Education(H.E.I) Department, dated 25/11/2002 read with G.O.Ms.No.34, Higher Education(M.C.2) Department, dated 24/3/2006, this category is filled in by direct recruitment / by transfer of Jr. Assistant or Typist of Intermediate Education Department / by transfer of Senior Assistants of Intermediate Education Department, one must have a Degree in any faculty and Master's Degree in Library science with 1st and 2nd class with not less than 50% of marks. In the case of the existing incumbents one must possess a Post Graduate Degree and a Degree or diploma in Library Science.

In 1978, this post was in the pay scale of Rs.530-850 and in 1986 revision, it was given two stages advancement and assigned the pay scale of Rs.1100-2050 on par with Assistant Librarian Grade -II of Public Libraries Department.

This category represented to PRC 1993, seeking parity with physical Director of Junior Colleges. The PRC did not agree for parity with Physical Director of Junior Colleges and assigned the revised scale of Rs.2195-4560. Thus this category was given one stage advancement.

Subsequently based on the recommendations of Anomalies Committee, 1995, the pay scale of Librarians of Junior Colleges was enhanced to Rs.2600-5580 on par with Assistant Librarian Grade – I of Public Libraries Department, keeping in view of the improvement of qualifications from the existing Graduation to P.G. with Degree or Diploma in Library Science. Thus this category was given four stages advancement.

This category represented to the PRC 1999 seeking parity with Junior Lecturers as was conceded in respect of Physical Director and the qualification prescribed in respect of this category was a post graduate degree in any subject and a degree/diploma in Library Science. They had academic duties unlike the Librarians in Public Libraries Department. Further as per G.O.Ms.No.32, Education Dept., dated 5/2/1996, the Graduate Librarians working in Government Junior Colleges in the State were treated as part of the teaching staff without any financial commitment to the government,. Hence request was made for assigning the scale of Rs.3110-6380 on par with Junior Lecturer and Physical Director.

The PRC, 1999, while assigning the corresponding scale of Rs.5000-10600, observed the following:

“There is no comparison between the duties and responsibilities of this category and those of Junior Lecturer and Physical Director. In the absence of Service Rules the G.Os mentioned above are said to be governing the service conditions. This G.Os taken together prescribes one qualification for existing incumbents and another for new recruits and that dilutes this parameter. Normally for assigning a pay scale the minimum qualification is to be taken into account and in the instant case the minimum professional qualifications happens to be Diploma in Library Science. Considering this the Commission is of the view that scale improvement is not necessary.”

Based on the recommendations of anomalies Committee, 2004, the pay scale of Librarians of Junior Colleges was enhanced to Rs.5980-12100, thus this category was given three stages advancement. The above scale was assigned on the ground that the nature of duties, responsibilities and subject to issuance of service rules prescribing the qualifications for future recruits as Degree in any faculty and Master’s Degree in Library Science 1st or 2nd class

with not less than 50% marks and in the case of existing incumbents as P.G and Degree/Diploma in Library Science.

This category was assigned a revised pay scale of Rs.9285-19775 by the PRC 2005, thus this category was given one stage advancement. The same scale has been revised to Rs.9285-21550 as per the recommendations of O.M.C.

Regarding Librarians of Aided Junior Colleges, even though the qualifications prescribed for the post was enhanced on par with Librarian of Govt. Jr. Colleges, the above fact was not brought to the notice of PRC 2005. While furnishing the proforma particulars to PRC 2005, the pay scale for them was shown as Rs.5000-10600 (1999 Pay scales). Accordingly a revised scale of Rs.7770-18575 was assigned to them. Subsequently they represented to Anomalies Committee, 2008 seeking a higher pay scale of Rs.9285-21550. The above Committee, recommended a higher pay scale of Rs.9285-21550, keeping in view of the above position. The Government accepted the above recommendations.

This category represented to Anomalies Committee, 2008, for conferring Gazetted status to Librarians working in the Junior Colleges and to re-designate the post as Jr. Lecturer in Library Science. The above Committee recommended for conferring Gazetted status, however the above recommendations were not considered by the Government. Subsequently Government issued orders in G.O.Ms.No.19, Higher Education(I.E.I) Department ,dated 25-02-2009, conferring Gazetted status.

The Commission noted that parities are being maintained among the categories of Junior Lecturers, Physical Directors and Librarians and all of them are in the same scale of pay of Rs.9285-21550. The Commission accordingly recommends the scale of pay as applicable to Junior Lecturers, and assigns the scale of Rs.18030-43630 which corresponds to Rs.10285-24200 to Librarian (Junior Colleges) as against the pay scale of Rs.9285-21550.

Physical Director		
(Junior College)	:	Rs.9285-21550
No. of posts	:	52

It is represented that this category is existing in Junior Colleges and they are involving the children in various physical activities for the development of the child physically, mentally and socially thereby molding them to be fit citizens. The physical education is vital phase of education and an integral part of the total education process. It is represented that from 1991 onwards, the scales of pay of physical Directors and Junior Lecturers are one

and the same till date. Hence request is to continue the same parity in the ensuing PRC also.

Further stated that the qualifications, scale of pay and working conditions of Junior Lecturers and physical Directors are same. Hence request is for conferring Gazatted status.

Another request is for sanction of KIT allowance of Rs.6000/-P.A.for maintenance of Dress, Tracksuits and shoes.

As per service rules, this category is filled in by direct recruitment and by transfer from Physical Director Grade-II of School Education Subordinate Service. For direct recruitment, one must possess 1st or 2nd class P.G. Degree and P.G. Degree in Physical Education with not less than 50% marks.

For method by transfer, one must have a degree in any faculty and M.P.Ed degree of 1st and 2nd class with not less than 50%.

This category was in the pay scales of Rs.320-580 and Rs.575-950 in 1974 and 1978 revisions. The same was revised to Rs.700-1200.

This category represented to PRC 1986, seeking parity with Junior Lecturers and to assign a higher pay scale of Rs.800-1450. The PRC 1986 did not accept parity with Junior Lecturers, as the qualification for both the categories did not match and recommended the corresponding pay scale of Rs.1280-2440.

This category represented to PRC 1993 that the Physical Directors were given the pay scale of Rs.1550-3050 in G.O.Ms.No.159, dated: 22-4-1991 provided they possess the minimum qualification of Post Graduate Degree with Degree or Diploma or Certificate in Physical Education in so far as the existing incumbents are concerned. In respect of future appointments, the minimum qualification of M.P.Ed. first or second Class is prescribed. Also stated that Govt. issued orders in G.O.Ms.No.14 Education Department dated 10-1-1992 extending the benefit under Automatic Advancement Scheme on par with Jr. Lecturers (10 years pay scale for Rs.1980-3500) etc. Requested for the pay scale on par with Junior Lecturer.

Considering the above factor, the pay scale of Rs.3110-6380 was recommended to those who possess the qualification mentioned in G.O.Ms.No.159, Education Department, dated 24-2-1991 and Rs.2525-5390 to those who did not possess those qualifications and who were in the pay scale of Rs.1280-2440.

This category represented to PRC 1999 to continue existing parity with Junior Lecturers. The PRC 1999 observed that as in the case of Librarian, the

qualifications for this category appear to be prescribed in Executive Orders. According to the latest order issued in G.O.Ms.No.159, Education Department, dated 22-4-1991 read with G.O.Ms.No.305, Education Department dated 11-9-1992, the minimum qualification prescribed for this category was a degree in any faculty plus M.P.Ed. both for existing incumbents as well as future recruitees and also observed that this difference in the scales was done away with in G.O.Ms.No.151, Education, dated 3-7-1996 and this category was on Rs.3110-6380.

Considering the above, the corresponding scale of Rs.5980-12100 was assigned.

This category did not represent to PRC 2005, however a revised pay Scale of Rs.9285-19775 was assigned on par with Junior Lecturer i.e. thus this category was given one stage advancement. The same scale has been revised to 9285-21550 as per the recommendations of O.M.C.

This category represented to Anomalies Committee, 2008, for conferring Gazetted status to Physical Director working in Junior Colleges and to re-designate the post as Junior Lecturer in Physical Education. The Committee recommended for conferring Gazetted status, however the above recommendations were not considered by the Govt. Subsequently Government issued orders in G.O.Ms.No.19, Higher Education (I.E.I) Department ,dated 25-02-2009, conferring Gazetted status.

In view of the above the Commission recommends the pay Scale to this category on par with Jr. Lecturer by maintaining parity, accordingly the Commission recommends the scale of Rs.18030-43630 which corresponds to Rs.10285-24200 to Physical Director, as against the pay scale of Rs.9285-21550.

Other requests are dealt with in Volume-I.

Junior Lecturer of Government

Junior Colleges

& Aided Jr. Colleges : **Rs.9285-21550**

No. of Posts : 9344

A common request on behalf of Junior Lecturers is that injustice was done to this category in earlier revisions. The general points made out are that plus (+) 2 level education system is a crucial stage which students have to pass through and the teacher has to employ very high degree of skills, knowledge and expertise to mould the students who are at a formative and impressionistic stage.

The qualifications, duties and responsibilities entrusted to the teaching category of Intermediate Education are equal to those of Assistant Lecturers and Senior Lecturers in degree colleges. This category is a distinct and separate category. The qualifications prescribed are post graduation with 1st or 2nd class division.

In 1972, the postgraduate Tutors and Demonstrators were also promoted as Junior Lecturers. In 1974 revision, the pay scale of Junior Lecturers was equated to that of Tutors and Demonstrators. When this was protested, the Government in 1975 adopted a pay scale of Rs.430-800(1974) for Junior Lecturers. The same was revised to Rs.800-1450 in 1978 revision on par with Assistant lecturers working in degree colleges without rectifying the anomaly. Subsequently, the Assistant Lecturers, Tutors and Demonstrators etc., were assigned U.G.C. scales of pay equal to that of Lecturer and the same was denied to the Junior Lecturers in 1978,1986 and 1993 revisions. Hence they were denied the U.G.C. Pay scales on the ground that this category did not fall within the purview of UGC.

When this was opposed, Junior Lecturers with I or II class Post Graduation were assigned the scale of pay of Rs.1050-1600 after rendering a service of seven years and were graded as Junior Lecturers Grade-I with effect from 1-10-1991. Subsequently, the pay scale of Rs.1980-3500 was assigned to the Junior Lecturers who completed 10 years of service under Automatic Advancement Scheme instead of Rs.1810-3230 (Next higher scale). Whereas this category ought to have been given a pay scale of Rs.2150-3690 basing on the pay scale of Rs.1050-1600 given to Junior Lecturers who completed 7 years/10 years of service.

Meanwhile, the system of residential colleges was introduced and their teaching staff were assigned higher pay scale than Junior Lecturers of Government Junior Colleges in successive pay revisions. Presently the Junior Lecturer of residential system is on a higher pay scale of Rs.10285-24200. It is stated that the duties and responsibilities of Junior Lecturers in general stream are more exacting than those of Junior Lecturers of residential colleges. Hence it was represented to PRC, 2005 seeking higher pay scale on par with Junior Lecturers of Residential Colleges. The same was not accepted and Junior Lecturers were assigned a revised pay scale of Rs.9285-21550. Hence the request is for a higher pay scale on par with Junior Lecturers of Residential Colleges and similar request was also made by Junior Lecturers of Aided Junior Colleges.

This category represented to the earlier PRCs seeking parity with Lecturers of Polytechnics and the request is for a pay scale of Rs.10845-25600. It is stated that the duties and responsibilities of both the categories are the same, and this category is not having promotional avenues even after completion of 26 years of service.

Further requests are i) to re-designate Junior Lecturer as Lecturer in Intermediate Education, ii) sanction of additional increments for higher qualifications, iii) extension of Automatic Advancement Scheme beyond Grade of XXI, appointment to SPP Scale-I / SPP Scale-II without insisting of additional qualifications and iv) modification of pension scheme and medical reimbursement etc.

The other requests are general in nature except those relating to the payment of Additional allowances 20% of basic pay on each item i.e. Academic guidance cell work, Library work, physical Directors work examination work.

Request is also for the payment of the following allowances in addition to the above :-

1. Computer allowances Rs.2000/- P.M.
2. Scholarship in charge allowance Rs.2000/- P.M.
3. Audio-Visual in charge allowance Rs.2000/- P.M.
4. Clerical Allowance Rs.2000/- P.M. for doing clerical work where there are no clerks.
5. Academic Allowance Rs. 1500/- P.M. as per Chadda Committee Report.

According to service rules, appointment to this category is by direct recruitment (50%) and by recruitment by transfer from School Assistant, Language Pandits including Hindi pandits and Munshis Gr.I(40%). This category is also filled in by transfer from Non-Teaching staff of Education Department (10%). For both types of recruitments, one must possess a second Class Post Graduate Degree of (M.A or M.Sc or M.Com or B.A.(Hons) or any other equivalent Post-Graduate Degree in the relevant subject / language of any University in India.

At the time of formation of Jr. Colleges, the Jr. Lecturers were given a pay scale of Rs.200-500 to those with 1st or 2nd class P.G. were given an initial start of Rs.260/-. Because of dearth of qualified persons, some with III class P.G. qualifications were also taken.

This category was in the pay scale of Rs.430-800 on par with Graduate Trained Teacher Grade-I in 1974 revision. Based on the recommendations of PRC 1978, a pay scale of Rs.800-1450 was assigned for those 1st or 2nd class P.G. holders and Rs.750-1300 for those 3rd class P.G. holders.

In 1982, Govt. issued orders providing for career advancement scheme to Junior Lecturers. Those Junior Lecturers having first or second class P.G. qualification were allowed the scale of Rs.1050-1600 on completion of 7 years of service while for others i.e., with 3rd class P.G. were required to complete 10 years of service. In 1986, this distinction was abolished and they were assigned a scale of Rs.1550-3050, thus this category was given one stage advancement.

This category represented to the PRC 1993, seeking the U.G.C. pay scales on par with the Lecturer, Asst. Lecturer and Jr. Lecturer in Degree Colleges. Also represented that Tutors/ Demonstrators who were in a pay scale of Rs.250-400, were allowed U.G.C. pay scales, whereas Jr. Lecturers were deprived of the U.G.C. pay scales. Request was also made for higher pay scales on par with teachers of Kendriya Vidyalaya and Jr. Lecturers of Maharashtra. The PRC observed that comparison with the pay scales of Government of India and with other states was not valid. Also observed that comparison with those who were in U.G.C pay scales was not valid, as they were governed by a different system.

Considering the nature of duties, the revised pay scale of Rs.3110-6380, was recommended, thus this category was given one stage advancement.

This category represented to the PRC 1999, seeking a higher pay scale of Rs.3640-7580 on par with Junior Lecturer of Residential Colleges. Also requested for a higher pay scale of Rs.3640-7580, being superior to Tutors/ Demonstrators who were in U.G.C. pay scales. Another request was for higher pay scales than Lecturers of Polytechnics who were on lower scales and who were going to be given higher scales shortly due to the extension of AICTE scales.

The PRC 1999 did not agree parity with Jr. Lecturers of Residential Colleges who were in a higher pay scale of Rs.3640-7580, as the duties and responsibilities could not be equated with them and those who come under setup of the A.P. Residential Educational Institution Society did not have the status of Government employees. The PRC did not agree comparison with U.G.C. or AICTE scales and assigned the corresponding scale of Rs.5980-12100.

This category represented to PRC 2005 seeking parity Jr. Lecturers of Residential Colleges. Also requested for parity with Veterinary Asst. Surgeon, Doctors. The PRC 2005, while reiterating views of PRC 1999 and observed as follows:

“Parities sought with residential system, Veterinary Assistant Surgeon, Doctors etc., is not valid. The issue has been examined in depth by earlier commissions and needs no reconsideration”

Hence PRC,2005 assigned a revised pay scale of Rs.9285-19775, thus this category was given one stage advancement, the same scale has been revised to Rs.9285-21550 based on the recommendations of One Man Committee.

This category represented to Anomalies Committee,2008 for redesignation of Junior Lecturer category as “Lecturer in Intermediate Education” and also for rectification of anomaly arising out of the recommendations of PRC 1993. The above committee, while reiterating the views of PRC 1999 and did not make any recommendations. The above Committee recommended for change of designation of Jr. Lecturer as Lecturer in Intermediate Education, but recommendations were not considered by the Government.

Parities sought with residential system and Lecturer of Polytechnics are not valid. The issue has been examined in depth by earlier commissions. There are no valid grounds warranting consideration of higher pay scales and needs no reconsideration. However, considering the improvements recommended elsewhere in the report to teaching staff of High Schools, the commission is inclined to assign a higher pay. Accordingly the Commission recommends the scale of Rs.18030-43630 which corresponds to Rs.10285-24200 to Junior Lecturer, as against the pay scale of Rs.9285-21550.

Other requests are dealt with in volume-I

Junior Lecturer

(Vocational courses)	:	Rs.9285-21550
No. of posts	:	1858

It is represented that the category had parity with Associate Lecturers of Polytechnic in 1993 revision. The Associate Lecturers were assigned Rs. 5980-12100 in 1999 revision on par with Jr. Lecturers. Subsequently the pay Scale of Rs. 8000-13500 (AICTE Scale) was assigned to Associate Lecturer, Polytechnic. However this category was assigned a revised pay Scale of Rs. 9285-21550 in 2005 revision. Hence it is requested to allow a reasonable higher Pay Scale on par with teaching staff of Technical Education who are drawing AICTE Scales. Another request is for providing proper promoted avenues to the personnel working in Vocational stream.

The following other requests are also made:

- (i) Allowing advance increments for possessing higher Qualifications / sanction of family planning incentive Increments for undergone Family Planning operation.
- (ii) The existing master scales and Automatic Advancement Scheme be continued.
- (iii) To provide Medical facilities in Govt./ Corporate Hospitals on par with Central Govt./ Public Sector Employees.
- (iv) Extension of all tuitions fee reimbursement on par with Central Govt. employees.
- (v) Rate of increment be 5% of basic pay.
- (vi) Enhancement of age of superannuation.
- (vii) Sanction of pension for a minimum service of 15 years on par with Central Government employees.

The qualifications prescribed for the posts of Jr. Lecturers (Vocational courses) are as follows:

- a) Jr. Lecturer in Commerce – M.Com or MBA with not less than 50% marks.
- b) Jr. Lecturer in Animal Husbandry – Second Class Degree in Veterinary Science with not less than 50% marks.
- c) Jr. Lecturer in Medicine – Second Class Degree in Dental Technician (BDS) with not less than 50% marks.
- d) Jr. Lecturer in Pharmacy – Second Class Degree in Pharmacy with not less than 50% marks.
- e) Jr. Lecturer in Commercial Garment Making – Second Class Degree in M.Sc. Textiles and Clothing (Home Science) with not less than 50% marks.
- f) Jr. Lecturer in child psychology – Second Class Post Graduate degree with child psychology as main subject with not less that 50% marks.

This post was on the scale of Rs.800-1450 in 1978 revision, the PRC 1986 assigned a revised pay scale of Rs.1550-3050, thus this category was given one stage advancement. This category represented to PRC1993 for continuation of the existing parity with Jr. Lecturers, the PRC assigned a

revised pay scale of Rs.3110-6380, on par with Jr. Lecturer of general stream. Thus this category was given one stage advancement.

This category requested the PRC 1999 to allow parity with AICTE scale of Associate Lecturer of Polytechnics. The another request was for providing promotional channel. The PRC 1999 did not agree for parity with AICTE scale of Associate Lecturer of Polytechnic and observed that extension of AICTE scales and review of promotional channel did not fall under the purview of the Commission. Accordingly assigned the corresponding pay scale of Rs.5980-12100.

This category represented to the PRC 2005, seeking promotional channel as principal and Deputy District Vocational Officer etc., on par with Jr. Lecturer in general Stream, whereas they are only having promotional channel of Deputy District Vocational Officer. Another request was seeking parity with Associate Lecturer of Technical Education who were drawing AICTE scales. The PRC observed that extension of AICTE scale and review of promotional channel did not fall under the purview of the Commission. Accordingly assigned a revised pay scale of Rs.9285-19775, Thus this category was given one stage advancement. The same scale has been revised to Rs.9285-21550 as per the recommendations of O.M.C.

This category did not represent to Anomalies Committee, 2008.

This category is having parity with Jr. Lecturers of general stream. Hence extension AICTE scales is not appropriate and review of promotional channel does not fall under the purview of the Commission.

Taking into consideration, the qualifications prescribed for various categories of Junior Lecturers (Vocational Courses) in Intermediate Education and also the existing parity with Junior Lecturer in main stream, the Commission feels that there are no new grounds for assigning higher pay scale than the scale applicable to Junior Lecturer of main stream. Accordingly, the Commission recommends the corresponding scale on par with the scale assigned to Junior Lecturer, duly maintaining parity.

Other requests are of general in nature and are dealt with separately in Volume-I.

Senior Lecturer (Vocational)	:	Rs.10285-24200
No. of posts	:	3

No representation was made.

The category was in the pay scale of Rs.3640-7580 in the 1993 Revision and it was assigned the scale of Rs.6950-14425 in the 1999 Pay

Revision. The PRC, 2005 has assigned the corresponding scale of Rs.10285-21835. The same has been revised to Rs.10285-24200 as per the recommendations of O.M.C.

There are no Service Rules. As per the information furnished by the Director of Intermediate Education, there are only 3 in the department.

As there are no service Rules for this post, the Commission assigns corresponding scale.

Principal (Government Junior Colleges/ Aided Junior Colleges)	:	Rs.11755 -26300
No. of Posts	:	711

Represented that consequent to the introduction of Intermediate Education in the State, the Directorate of Higher Education was bifurcated into Directorate of College Education and Directorate of Intermediate Education in 1989. It is alleged that the Directorate of Higher Education in order to promote personnel from Collegiate Education and School Education. Promotions of Principals of Junior Colleges was considered recently. Compared to the sister departments and Technical Education, the pay scales of these categories was on a lower stage compared to their counter parts. Also contended that the Principals of Residential Colleges, Principals of Schools and Principals of Technical Colleges (UGC) were assigned higher scales.

Considering the degree of skills strategy of work, duties and responsibilities and as Junior Colleges play a vital role in students educational career, the request is for parity with Principal of Residential Junior College and to assign a pay scale of Rs.8400-16525. Another request is for extension of Automatic Advancement Scheme to cover the category of Principal, Junior Colleges. The another request is for extension of all benefits to Aided Junior College Principals available to the Principals of Govt. Junior Colleges.

According to Service Rules, appointment to the post of Principal is made by promotion from Junior Lecturer. The qualifications prescribed are 2nd P.G. Degree and one must have put in not less than 3 years of service. This category is feeder category for the posts of Deputy Director (Academic) and Direct Vocational Education Officer (Rs.12385-27750).

This category was in the pay scale of Rs.700-1200 in 1974 revision. The PRC, 1978 assigned a pay scale of Rs.1050-1600 along with special pay of Rs.150/- p.m. for looking after high School Students.

In 1986 revision, this category was assigned a revised pay scale of Rs. 2150-3690, duly merging special pay of Rs.150/-. Thus this category was given two stages advancement.

In 1993 revision, this category was assigned a revised pay scale of Rs.4140-8140 thus improved by one stage.

In 1999 revision, this category represented to PRC 1999 seeking parity with Principals of Residential Junior Colleges. Another request was for restoration of earlier parity with Senior Lecturer of Degree Colleges, which was disturbed in 1993 revision. The PRC 1999 did not agree parity with principals of Residential Junior Colleges and observed that it was not appropriate to compare with them. Further observed that there was no category of Senior Lecturers in Degree colleges. Hence the PRC assigned the corresponding pay scale of Rs.7900-15475.

This category represented to PRC 2005, seeking a higher pay scale of Rs.8400-16525 on par with Principals of Residential Junior Colleges. The PRC did not agree parity with Principals of Residential system. Accordingly recommended the corresponding pay scale of Rs.11715-23515, the same has been revised to Rs.11755-26300 based on recommendations of One Man Committee.

The pay scales given to this category in the earlier revisions which are as below:

Category	1978	1986	1993	1999	2005
Principal	1050-1600 & Rs.150/- special pay	2150-3690 (Special pay merged)	4140- 8140	7900- 15475	11755- 26300

Other requests are dealt with in relevant chapters of volume I of the Report.

Parities with residential system is not valid as observed by PRC 2005 and comparison with those categories drawing UGC scales is also not relevant. As the Post of Principals is a promotion post for the category of Junior Lecturer and also in order to maintain relative parities, the Commission recommends the scale on par with Principal, DIET of Rs.21820-48160 which corresponds to Rs.12385-27750 to the category of Principal (Government Junior Colleges / Aided Junior Colleges) as against the pay scale of Rs.11755-26300.

15 (a). TECHNICAL EDUCATION

Work shop Attender /		
Lab Attender	:	Rs.4050- 9050
No. of Posts	:	597

There are two requests from this category. One request is for parity with Workshop Attender / Lab Attender of Employment and Training Department. It is noticed that the Workshop Attender / Lab Attender of Employment and Training Department has also the same scale of pay i.e.Rs.4050-9050.

The other request is for assigning a pay scale of Rs.5200-11755. The basis for this request is that the technical categories under new common category were assigned the scale of pay Rs.5200-11755. The successive PRCs have not conceded the demand for treating the Workshop Attender / Lab Attender as part of the technical categories.

The category of Work Shop Attender is filled in by direct recruitment. For this, one must possess a Diploma in Mechanical or Automobile Engineering of State Board of Technical Education and Training, Hyderabad or ITI Certificate in the concerned Trade with One Year experience after ITI. They are feeder categories for the posts of Jr. Instructors/ Boiler Attender (Rs.4825-10845).

The category of Lab Attender is filled in by direct recruitment. For this, One must possess a diploma in the concerned subject awarded by the State Board of Technical Education and Training or ITI Certificate in the concerned Trade with One year experience after ITI. They are feeder categories for the posts of Jr. Instructors/ Boiler Attender (Rs.4825-10845).

These categories have been representing before the successive PRCs seeking parity with Lab Attender of Intermediate Education Department and are also seeking higher pay scales keeping in view of the qualification of SSC plus I.T.I certificate. The same has not been accepted.

The Commission has noted that this category always had parity with the Technical Assistant of Employment and Training Department. The Commission elsewhere in the report has assigned the scale of Rs.4370-9775 to the Technical Assistant in the Training Wing of the Employment and Training Department. Accordingly the Commission assigns the scale of Rs.7740-23040 (Rs.4370-9775) to the category of Workshop Attender / Lab Attender of this department.

**PRINTING TECHNOLOGY (MISCELLANEOUS) :
SECUNDERABAD**

**Junior Instructor in Machine Section
(formerly Junior Machine Attendant) : Rs.4260-9520**
No. of posts : 07

**Senior Instructor in Machine Section
(formerly Senior Machine Attendant) : Rs.5200-11755**
No. of posts : 03

The request is for assigning higher pay scales of Rs.4825-10845 and Rs.6195-14175 on par with Junior Instructor and Senior Instructor in Govt. Polytechnics.

The post of Junior Instructor in Machine Section (formerly Junior Machine Attendant) is filled by direct recruitment and the qualifications prescribed are minimum educational qualification i.e., 10th class with a pass in ITI in the concerned trade and three years practical experience in any reputed institution.

The post of Senior Instructor in Machine Section (formerly Senior Machine Attendant) is filled by promotion from Junior Machine Attendant (Now known as Junior Instructor). The qualifications prescribed are Diploma in Printing Technology or ITI Certificate in the appropriate trade or an equivalent qualification with 2 years experience after ITI.

The above categories are assigned the following pay scales from 1986 onwards:

Category	1986	1993	1999	2005
Junior Instructor of Printing Technology	810 - 1420	1535 – 2840 (Corresponding Scale)	2870 – 5470 (Corresponding Scale)	4260-9520 (Corresponding Scale)
Junior Instructor of Government Polytechnics	950-1670	1745-3420 (Corresponding Scale)	3290-6550 (Corresponding Scale)	4825-10845 (Corresponding Scale)
Junior Machine Minder of Printing, Stationery and Stores Purchase Dept.	810 - 1420	1535 – 2840 (Corresponding Scale)	2870 – 5470 (Corresponding Scale)	4260-9520 (Corresponding Scale)

Category	1986	1993	1999	2005
Senior Instructor of Printing Technology	950-1670	1875 – 3750 (one stage Improvement) (On par with Senior Machine man in Govt. Central Press)	3550 – 7150 (Corresponding Scale)	5200-11755 (Corresponding Scale)
Senior Instructor of Government Polytechnics	1150-2110	2195-4560 (Corresponding Scale)	4190-8700 (Corresponding Scale)	6195-14175 (Corresponding Scale)
Junior Machine Minder of Printing, Stationery and Stores Purchase Dept.	950 – 1670	1875 – 3750 (Corresponding Scale)	3550 – 7150 (Corresponding Scale)	5200-11755 (Corresponding Scale)

These categories represented to Anomalies Committee, 2008, seeking parity with Junior Instructor and Senior Instructor of Government Polytechnics. The above Committee did not agree and observed as follows:

“The equivalence in posts that has been granted by the Government Order under reference is only regarding designation of posts and not on the scales of pay. It is seen that the two categories form an integral part of the printing press establishment that has been prescribed scales of pay bearing in mind the nature of work and skill involved.

In circumstances, The Committee is of the view that no change in the pay structure of the categories is called for.”

The category of Junior Instructor is having parity with Junior Machine Minder of Printing, Stationery and Stores Purchase Department. The category of Senior Instructor is having parity with Senior Machine Minder of Printing, Stationery and Stores Purchase Department. Further the qualifications prescribed for the posts of Junior Instructor and Senior Instructor of Government Polytechnics are a Diploma in Mechanical or Automobile Engineering or ITI Certificate in the concerned trade with one year experience after ITI.

Basically this is a teaching Institution under the control of Technical Education Department. There is force in the argument of the Association that the Junior Instructor and Senior Instructors in the Institute of Printing Technology should be equated with Junior Instructors and Senior Instructors in the Polytechnics. Comparison with Government printing press is not apt, as

the posts are teaching posts. The Commission is inclined to assign revised pay scale of Rs.7960-23650 (Rs.4595-10285) to the category of Jr. Instructor of Printing Technology and a revised pay scale of Rs.9460-27700 (Rs.5470-11755) to the Senior Instructor of the Institute of Printing Technology.

Matron	:	Rs.4050-9050
No. of posts	:	15
Camera Assistant	:	Rs.4370-9775
No. of Posts :		1
Senior Instructor in Composing [Formerly Compositor]	:	Rs.4370-9775
No. of Posts	:	4
Block maker-cum-Etcher	:	Rs.4370-9775
No. of Posts	:	1
Artist-cum-Re-toucher	:	Rs.4370-9775
No. of Posts	:	1

No anomaly has been pointed.

It is requested for a higher pay scale of Rs.6505-15025, keeping in view the qualifications of 10th class and I.T.I. Certificate in appropriate trade with two years experience.

According to the service rules, appointment to these categories is by direct recruitment. The qualifications prescribed are as follows:

Category	<i>Mode of recruitment</i>	Qualification
Matron	<i>Direct Recruitment</i>	1. Pass in 10 th class or its equivalent qualification. 2. Must have one year experience as Matron in reputed Hostel.
Senior Instructor in Composing [Formerly Compositor]	Direct Recruitment	A Diploma in Printing Technology or ITI certificate in appropriate trade or an equivalent qualification with 2 years experience after ITI.
Camera Assistant	<i>Direct Recruitment</i>	1. Pass in 10 th class or its equivalent qualification. 2. Practical experience of exposing and developing wet and dry plates, cut films and should be

		able to carry out Colour separation from artists. 3. Able to operate and maintain all types of fully automatic cameras for offset and block making.
Block maker-cum-Etcher	Direct Recruitment	1. Pass in 10 th class or its equivalent qualification. 2. Able to make plates independently for albumin deep etch and bimetallic process. 3. Must be acquainted with plate graining
Artist-cum-Re-toucher	Direct Recruitment	1. Pass in 10 th class or its equivalent qualification. 2. A diploma or a certificate in Higher Grade in drawing from any recognized institution. 3. Must be able to retouch negatives, positives, both half tone and line.

The above categories represented to the earlier PRCs seeking higher pay scales. The following are the pay scales given to the above posts in successive pay revisions:

Category	1978	1986	1993	1999	2005
Matron	410-625	780-1275	1475-2675	2750-5150	4050-9050
Camera Assistant	450-700	860-1470	1595-3020	2990-5810	4370-9775
Senior Instructor in composing (formerly Compositor)	450-700	860-1470	1595-3020	2990-5810	4370-9775
Block maker-cum-Etcher	450-700	860-1470	1595-3020	2990-5810	4370-9775
Artist-cum-Re-toucher	450-700	860-1470	1595-3020	2990-5810	4370-9775

The category of Compositor is having parity with Compositor (Rs4370-9775) of Printing, Stationary and Stores Purchase Department. The

category of Matron is having parity with Workshop Assistant/ Laboratory Assistant (Rs.4050-9050) of Technical Education department.

With regard to Matron the Commission noticed that there are posts of Matron Grade-II (Rs.6195-14175) and Matron Grade-I (Rs.7200-16925) in Social Welfare Department. The qualification prescribed for Matron Grade-II is graduation with a Degree in Education. The qualification prescribed for Matron in Technical Education Department is a pass in X class. Therefore the Commission is not inclined to assign the scale as applicable to Matron in Social Welfare Department. However, keeping in view the qualifications, the commission is inclined to assign the scale of Rs.7520-22430 (Rs.4260-9520) to the Matron.

With regard to the Senior Instructor (composing), the qualifications prescribed are a Diploma in printing Technology or ITI with 2 years experience. As this is a teaching post and in consonance with the approach of the Commission to the teaching categories, the commission assigns the scale of Rs.7960-23650 (Rs.4595-10285).

As regards Block maker-cum-Etcher, the qualification is a pass in X class, the Commission assigns corresponding scale of Rs.7740-23040 (Rs.4370-9775).

In regard to the posts of Artist-cum-Re-toucher, taking into consideration of the qualification, the commission recommends the scale of Rs.7960-23650 (Rs.4595-10285) i.e., one stage below the scale applicable to Jr. Assistant. The comparison with Polytechnics has its limitations.

Regarding Camera Assistant, the Commission recommends corresponding scale of Rs.7740-23040 (Rs.4370-9775).

Junior Instructor	:	Rs.4825-10845
No. of Posts	:	46
Skilled Assistant	:	Rs.4825-10845
No. of Posts	:	25
Boiler Attendant	:	Rs.4825-10845
No of Posts	:	16
Tracer (Including Tracer J.N. Government Polytechnic Ramanthapur Hyderabad.	:	Rs.4825-10845
No. of Posts	:	02

It is represented that all the above categories are designated posts falling under different classes and categories. But the qualifications prescribed for all these posts are I.T.I. with two years experience / Diploma as per the special rules issued in the G.O. Ms. No. 76, Higher (TE) -2) Department, dated 20-10-2003.

It is further represented that the Junior Instructors of Employment & Training Department were re-designated as Assistant Training Officers. They are also having the same qualifications on par with the above categories. However the above categories are assigned a lower pay scale of Rs.4825-10845, whereas Assistant Training Officer (formerly known as Junior Instructor) of Employment & Training Department is assigned a higher pay scale of Rs.6195-14175.

Hence it is requested for assigning a higher pay scale of Rs.6195-14175 to the above categories.

As per the service rules, appointment to the categories of Junior Instructor, Skilled Assistant, Boiler Attendant and Tracer are given below:

Category	Mode of Recruitment	Qualification
Junior Instructor	By promotion of Lab Attenders / Workshop Attenders or by Direct recruitment	A Diploma in Mechanical or Automobile Engineering of State Board of Technical Education & Training or ITI certificate in the concerned trade with two years experience after I.T.I.
Skilled Assistant	By direct recruitment	A Diploma in concerned subject/discipline awarded by State Board of Technical Education & Training, Hyderabad or ITI certificate in the concerned trade with one year experience after ITI.
Boiler Attendant	By promotion of Lab Attenders/ Workshop Attenders or by Direct recruitment	A Diploma in Mechanical or Automobile Engineering in State Board of Technical Education & Training, Hyderabad or ITI certificate in the concerned trade with one year experience after I.T.I.

Category	Mode of Recruitment	Qualification
Tracer	By direct recruitment	A diploma in Civil or Architecture Engineering of State Board of Technical Education & Training or pass in lower grade examination in Geometrical Drawing, Building Drawing and estimating and Free Hand outline and Model Drawing conducted by the Controller for Govt. Examinations, A.P., with 2 years experience after passing required qualification.

The categories of Junior Instructor/ Boiler Attendant form the feeder category for the posts of Mechanic, Instructor, Mechanic General, Mechanic, Electrician (Rs.5200-11755).

The above categories represented to the earlier PRCs seeking higher pay scales. The following pay scales are assigned for these posts in earlier pay revisions:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Junior Instructor	475-760	950-1670 (one stage improvement)	1745-3420 (Corresponding scale)	3290-6550 (Corresponding scale)	4825-10845 (Corresponding scale)
Skilled Assistant	475-760	950-1670 (one stage improvement)	1745-3420 (Corresponding scale)	3290-6550 (Corresponding scale)	4825-10845 (Corresponding scale)
Boiler Attendant	475-760	950-1670 (one stage improvement)	1745-3420 (Corresponding scale)	3290-6550 (Corresponding scale)	4825-10845 (Corresponding scale)
Tracer	475-760	950- (one stage improvement)	1745-3420 (Corresponding scale)	3290-6550 (Corresponding scale)	4825-10845 (Corresponding scale)

Taking into consideration the qualification prescribed for the above posts, and also in tune with the approach of the Commission to Teaching Community, the Commission is inclined to assign the pay scale of Rs.9200-27000 (Rs.5200-11755) to the following categories:

Junior Instructor
(Formerly known as Skilled Workman)

Skilled Assistant
(Civil/Electrical & Communication/
Pharmacy/Architectural Assistant Ship)

Boiler Attendant

Tracer
(Including Tracer, JN Polytechnic,
Ramanthapur, Hyderabad)

Mono caster : **Rs.5200-11755**
No. of Posts : 1

Turner-cum-Fitter : **Rs.5200-11755 (Q)**
Rs.4050-9050 (UQ)
No. of Posts : 1

Electrician : **Rs.5200 -11755**
No. of Posts : 54

**Mechanic (Electrical &
Communication Engineering)** : **Rs.5200-11755**
No. of Posts : 3

Mechanic (General) : **Rs.5200-11755**
No. of Posts : 16

Instrument Mechanic : **Rs.5200-11755**
No. of Posts : 39

Mono Key Operator : **Rs.5750-13030**
No. of Posts : 1

It is requested that the all the above categories are designated posts falling under different classes and categories, but the qualifications prescribed for all these posts are I.T.I. with two years experience / Diploma as per the special rules issued in the G.O.Ms.No. 76 Higher (TE) Department, dated 20-10-2003.

It is further requested that the Junior Instructors of Employment & Training Department are re-designated as Assistant Training Officer. They are also having the same qualification on par with the above categories. However the above categories are assigned lower pay scales of Rs.5200-11755 and

5750-13030 respectively, whereas Assistant Training Officer of Employment and Training Department is assigned a higher pay scale of Rs.6195-14175. Hence it is requested for a pay scale of Rs.6195-14175.

Another request is for a scale of Rs.7000-14000.

According to the service rules issued in G.O.Ms.No.76, Higher Education, dt.20-10-2003, the qualifications and mode of recruitment prescribed for the above posts are given below:

Category	Mode of Recruitment	Qualification
Mono Caster	By Direct Recruitment	A Diploma in Printing Technology or ITI certificate in the concerned trade with two years experience after I.T.I.
Turner-cum-Fitter	By Direct Recruitment	A Diploma in Mechanical or Automobile Engineering from State Board Technical Education & Training or ITI certificate in the concerned trade with one year experience
Electrician	By promotion of Junior Instructor, Boiler Attendant. Or by appointment by transfer from any of the other categories in the Department. If no qualified candidate is available for the appointment by method mentioned above, by direct recruitment.	A Diploma in Mechanical or Automobile Engineering of State Board Technical Education & Training or ITI certificate in the concerned trade with two year experience

Category	Mode of Recruitment	Qualification
Mechanic (Electrical)	By promotion of Junior Instructor, Boiler Attendant. Or by appointment by transfer from any of the other categories in the Department. If no qualified candidate is available for the appointment by method mentioned above, by direct recruitment.	A Diploma in Mechanical or Automobile Engineering State Board Technical Education & Training or ITI certificate in the concerned trade with two year experience
Mechanic (General)	By promotion of Junior Instructor, Boiler Attendant. Or by appointment by transfer from any of the other categories in the Department. If no qualified candidate is available for the appointment by method mentioned above, by direct recruitment.	A Diploma in Mechanical or Automobile Engineering State Board Technical Education & Training or ITI certificate in the concerned trade with two year experience
Instrument Mechanic	By promotion of Junior Instructor, Boiler Attendant. Or by appointment by transfer from any of the other categories in the Department. If no qualified candidate is available for the appointment by method mentioned above, by direct recruitment.	A Diploma in Mechanical or Automobile Engineering State Board Technical Education & Training or ITI certificate in the concerned trade with two year experience
Mono Key Operator	By promotion from compositor. If no candidate is available for promotion or by direct recruitment	A Diploma in Printing Technology or ITI certificate in the concerned trade with two years experience after ITI

The above categories have been representing to the successive PRCs seeking higher pay scales. The following is the progression of the pay scales in the earlier revisions:

Category	1978	1986	1993	1999	2005
Mono Caster	410-625	950-1670 (4 stage improvement)	1875-3750 (one stage improvement)	3550-7150 (Corresponding Scale)	5200-11755 (Corresponding Scale)
Turner-cum-Fitter	500-800	1010-1800(Q) 780-1275(U.Q)	1875-3750(Q) 1475-2675(U.Q)	3550-7150(Q) 2750-5180(U.Q)	5200-11755(Q)/ 4050-9050(UQ)
Electrician	500-800	1010-1800 (One stage improvement)	1875-3750 (Corresponding Scale)	3550-7150 (Corresponding Scale)	5200-11755 (Corresponding Scale)
Mechanic (Ele)	500-800	1010-1800 (One stage improvement)	1875-3750 (Corresponding Scale)	3550-7150 (Corresponding Scale)	5200-11755 (Corresponding Scale)
Mechanic (Gen.)	500-800	1010-1800 (One stage improvement)	1875-3750 (Corresponding Scale)	3550-7150 (Corresponding Scale)	5200-11755 (Corresponding Scale)
Instrument Mechanic	500-800	1010-1800 (One stage improvement)	1875-3750 (Corresponding Scale)	3550-7150 (Corresponding Scale)	5200-11755 (Corresponding Scale)
Mono Key Operator	530-850	1010-1800 (Corresponding Scale)	2075-4270 (two stage improvement) On par with Mono Key Operator of Govt. Central Press)	3950-8150 (Corresponding Scale)	5750-13030 (Corresponding Scale)

The above categories are not having parity with Assistant Training Officer in Employment & Training Department in the earlier pay revisions. Further the category of Assistant Training Officer has been drawing higher pay scales. Hence comparison with Assistant Training Officer is not valid.

Further the categories of Electrician, Mechanic (Electrical), Mechanic (General), Instrument Mechanic are the feeder categories for the post of Senior Instructor (Rs.6195-14175). The categories of Electrician, Mechanic (Electrical and Communication Engineering), Mechanic (General) and Instrument Mechanic are having parity with similar categories under new common category i.e., Rs.5200-11755. Similarly the categories of Mono-Caster and Turner-cum-Fitter and Mono-Key Operator are having parity with

Mono-caster, Turner and Mono Key Operator of Text Book Press. But however the Commission noticed that those posts are in the Institute of Printing Technology in the Government Polytechnic which are all posts in Technical subjects in Teaching. Keeping in view the approach of the Commission to give importance to Teaching Faculty, the commission recommends the following pay scales for the above posts.

Mono caster	:	Rs.9460-27700 (Rs.5470-12385)
Turner-cum-Fitter	:	Rs.9460-27700 (Rs.5470-12385) (Qualified) Rs.7100-21250 (Rs.4050-9050) (unqualified)
Electrician	:	Rs.9460-27700 (Rs.5470-12385)
Mechanic (Electrical & Communication Engineering)	:	Rs.9460-27700 (Rs.5470-12385)
Mechanic (General)	:	Rs.9460-27700 (Rs.5470-12385)
Instrument Mechanic	:	Rs.9460-27700 (Rs.5470-12385)
Mono Key Operator	:	Rs.10900-31550 (Rs.6195-14175)
Senior Instructor	:	Rs.6195-14175
No. of Posts	:	367

It is represented that the duties and responsibilities of this category are to maintain consumables/ non-consumables store registers of indents for general stores. They have to maintain stock registers, ensure proper conduct of practical classes with the assistance of Junior Instructors and Workshop Attendants. They have also to attend the preventive and breakdown maintenance of the section.

It is further represented that the qualifications prescribed for the above post is I.T.I. with 2 years experience or diploma in Mechanical or Automobile Engineering. The above qualifications are similar to those of Deputy Training Officer (former known as Sr. Instructor) of Employment & Training Dept.

This category is assigned a lower pay scale of Rs.6195-14145 in 2005 revision, whereas Deputy Training Officer of E & T Dept. is assigned a higher pay scale of Rs.6505-15025.

Hence it is requested for a higher pay scale of Rs.6505-15025 on par with Deputy Training Officer of Employment and Training Department. Another request is for a higher pay scale of Rs.8385-19125.

According to the service rules issued in G.O.Ms.No.76, Higher Education, dt.20-10-2003 appointment and qualifications prescribed for the posts of Senior Instructor are given below:

Category	Mode of Recruitment	Qualification
Senior Instructor	By promotion of Mechanic, Instrument Mechanic, Electrician (Rs.5200-11755). If no qualified or suitable hand is available, by promotion of Junior Instructor (Rs.4825-10285).	A Diploma in Mechanical or Automobile Engineering issued by the State Board of Technical Education and Training) or ITI certificate in the concerned trade with two year experience.

This category forms the feeder category to the post of Workshop Foreman (Rs.7770-18575).

The following are the pay scales assigned for the post of Senior Instructors of this department and Deputy Training Officers of Employment & Training Department in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
Senior Instructor	550-900	1150-2110 (2 stages improvement)	2195-4560 (Corresponding scale)	4190-8700 (Corresponding scale)	6195-14175 (Corresponding scale)
Deputy Training Officer	600-1050	1150-2110 (Corresponding scale)	2315-4880 (one stage improvement)	4430-9300 (Corresponding scale)	6505-15025 (Corresponding scale)

Although this category is not having parity with Deputy Training Officer (formerly known as Senior Instructor) of Employment & Training Department, the commission assigns the scale of Rs.11530-33200 (Rs.6505-15025).

Driver-Cum- Driving Instructor: Rs.6195- 14175
 No. of Posts : 14

It is represented that the job of Driver-Cum- Driving Instructor involves great risk and concentration. The above category has to attend the vehicle driving practice of the Automobile engineering students. While taking the candidates to driving practice outside the campus, individual attention will have be paid to each candidate.

It is requested for a higher pay scale of Rs.8385-19125. Another request is for sanction of special pay.

As per the service rules, appointment and qualifications prescribed for the post of Driver-Cum-Driving Instructor are given below:

Category	Mode of Recruitment	Qualifications
Driver-cum-Driving Instructor	By appointed by transfer of Driver (H.V.) (Rs.5200-11755). If not qualified candidate is available, by direct recruitment.	A Diploma in Mechanical or Automobile Engineering and Heavy Vehicle Driving License issued by the State Transport Authority or pass certificate in ITI in Motor Mechanic and Heavy Vehicle Driving License issued by the State Transport Authority and two years experience after ITI .

This category has been representing to the successive PRCs seeking higher pay scales. At present this category is having a parity with Senior Instructor of this department. The following pay scales are assigned both for Driver-cum-Driving instructor and Senior Instructor of this Department in successive PRCs:

Category	1978	1986	1993	1999	2005
Driver-cum-Driving instructor	550-900	1150-2110 (2 stages improvement)	2195-4560 (Corresponding scale)	4190-8700 (Corresponding scale)	6195-14175 (Corresponding scale)
Senior Instructor	550-900	1150-2110 (2 stages improvement)	2195-4560 (Corresponding scale)	4190-8700 (Corresponding scale)	6195-14175 (Corresponding scale)
Deputy Training Officer	600-1050	1150-2110 (Corresponding scale)	2315-4880 (one stage improvement)	4430-9300 (Corresponding scale)	6505-15025 (Corresponding scale)

The above category is having parity with Senior Instructor in successive pay revisions, the commission recommends a pay scale of Rs.11530-33200 (Rs.6505-15025).

Physical Director (Polytechnics) : Rs.7200 -16925
 No. of posts : 50

It is represented that in 1986 revision, the scale of the physical Directors working in polytechnics and Junior college was enhanced to Rs.1550-3050 for having P.G. qualification as per the Judgement of the A.P.A.T, The same pay scale of Rs.1550-3050 was also extended to the holders of B.P.Ed. qualification. In 1993 revision, the revised scale of Rs.3110-6380 was given to the Physical Directors working in Junior Colleges and Sr. Physical Education Teachers in School Education. The Physical Director working in Govt. Polytechnics in the state was assigned the corresponding scale of Rs.2525 – 5390. From then onwards the anomaly has been continuing till 2005 revision.

Hence it is requested to assign pay scale of Rs.9285-21550 on par with the Physical Directors of Junior Colleges and Senior Physical Education Teachers of the School Education. It is also requested for atleast a pay scale on par with Assistant Lecturer of Polytechnics (Rs.9285-21550).

As per service rules, the following qualification are required for direct recruitment/by transfer from any other service for special reasons:-

- (i) Must possess a Master's degree in Physical Education (Higher Second Class) with Diploma in Sports or a Master's Degree in Physical Education (Higher Second Class) with a record of having represented his University at the Inter University level/ State in the National Championship.
- (ii) Experience in Organizing Games and Sports (as exemplified in handling of about half a dozen teams in a year in his Institution and their participation in University/ Inter Collegiate Tournaments) and ability to encourage mass Collegiate in Games and Sports.

This category forms feeder category to the post of Senior Physical Director in the pay scale of Rs.8385-19125. As per service rules, the category of Senior Physical Director is filled by transfer of Physical Director of A.P. Technical Education Subordinate Service Rules. One must possess a Master's Degree in Physical Education or Master's Degree in Sports or an equivalent degree in Sports with atleast 55% marks and must have 5 years service in the category of Physical Director.

This category has been representing to the successive PRCs seeking parity with Physical Directors of Junior Colleges and also seeking AICTE pay scales. The same has not been agreed.

The following are the details of progression of pay scales of this category, Senior Physical Director of Polytechnics and Physical Directors of Junior Colleges in successive PRCs.

Sl. No	Name of the category	1974	1978	1986	1993	1999	2005
1.	Physical Directors of Polytechnics	320-580	575-950	1280-2440 (3 stage improvement)	2525-5390 (one stage improvement)	4850-10250 (corresponding scale)	7200-16925 (corresponding scale)
2.	Senior Physical Directors of Polytechnic	-	800-1450	1550-3050 (one stage improvement)	2930-5960 (corresponding scale)	5640-11300 (corresponding scale)	8385-19125 (corresponding scale)
3.	Physical Directors of Junior Colleges	320-580	575-950	1280-2440 (3 stage improvement) / 1550-3050 (for qualified i.e., P.G. Degree in physical education)	3110-6380 (one stage improvement)	5980-12100 (corresponding scale)	9285-21550 (one stage improvement)

With reference to the request for a higher pay scale on par with Associate Lecturer, it is noticed that Associate Lecturers were in the higher pay scales of Rs.5980-12100 and Rs.9285-21550 in the 1999 and 2005 revisions. The above category is filled in by Direct Recruitment or transfer from any class or category of A.P. Technical Education Sub-ordinate Service Or by transfer from any other service. Regarding Associate Lecturer, one must have a Degree in Engineering or its equivalent qualification. At present some of the above categories are also drawing AICTE pay Scales.

Parity with Physical Directors of Jr. Colleges has not been considered by the earlier Pay Revision Commissions, as the above category is not having equivalent qualifications on par with Physical Directors of Junior Colleges. At present, the qualifications of this category were enhanced to Masters Degree in Physical Education with Diploma in sports or a Master Degree in Physical Education, vide G.O.Ms.No.76, Higher Education Department, dated 20/10/2003.

Keeping in view of the above position, the PRC recommends a revised pay scale of Rs.16150-42590 (Rs.9285-21550) for the category of Physical Director and a revised pay scale of Rs.18030-43630 (Rs.10285-24200) to the Senior Physical Director being the promotion post of Physical Director as this category has a Master's Degree in Physical Education or Master's Degree in Sports as per the service rules.

Work shop Foreman : **Rs.7770-18575**
No. of Posts : 02

It is represented that this is a Promotional Post to the category of Senior Instructor. The incumbent renders more than 16 years of service in the category of Senior Instructor to get promoted as Workshop Foreman. The qualifications required for this post are a Diploma / I.T.I. as per service Rules.

It is further represented that this category is a Supervisory post like Training officer in I.T.I.s of Employment and Training Department with similar qualifications.

It is requested to assign a higher pay scale of Rs.7770-18575 on par with Training officer of Employment and Training Department.

This category is filled by promotion from the category of Senior Instructor in Polytechnic with a Diploma in Mechanical or Automobile Engineering or ITI certificate in the concerned trade with two years experience.

This category has been representing to successive PRCs seeking parity with Group Instructor of Employment & Training Department (Now known as Training Officer) and also is seeking parity with Workshop Superintendent. The parity with Workshop Superintendent has not been accepted.

The following are the details of progression of pay scales of this category, Group Instructor of Employment & Training Department (Now known as Training Officer) and also Workshop Superintendent in successive PRCs.

Name of the category	1974	1978	1986	1993	1999	2005
Work shop Foreman	360-700	650-1100	1330-2630 (2 stage improvement)	2600-5580 (one stage improvement)	5000-10600 (corresponding scale)	7770-18575 (one stage improvement)
Workshop Superintendent of Polytechnic	--	1150-1700	1980-3500 (corresponding scale)	3640-7580 (corresponding scale)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)

Name of the category	1974	1978	1986	1993	1999	2005
Training Officer of Employment & Training) (formerly known as Group Instructor)	480-900 (NCTVT scale)/ 430-800 (State scale)	750-1300	1330-2630 (corresponding scale)	2600-5580 (one stage improvement)	5000-10600 (corresponding scale)	7770-18575 (One stage improvement)

This category did not represent to Anomalies Committee, 2008.

At present, this category is having parity with Training Officer of Employment and Training Department (formerly known as Group Instructor) (Rs.7770-18575).

Hence the commission recommends a pay scale of Rs.14860-39540 (Rs.8385-19125) on par with Training Officer (formerly known as Group Instructor) of Employment and Training Department.

Assistant Director

(Non-Technical) : Rs.10285-24200

No. of Posts : 06

It is represented that the pay scales of the Assistant Director (Technical) and Assistant Director (Non-Technical) were similar upto 1999 revision. In 2005, this category is assigned lower scale of Rs.10285-24200, whereas Assistant Director (Technical) is assigned the higher scale of Rs.10845-25600.

It is represented that nature of work of Assistant Director (NT) / Administrative Officer/ Internal Audit Officer/ Hostel Superintendent in the Department of Technical Education is not different from that of Assistant Director (T). The work of Assistant Director (Non-Technical) is of an Administrative nature.

Hence it is requested to rectify the above anomaly to assign an identical scale for both the categories.

This category is filled by promotion from Superintendent.

This category has been representing to the earlier PRCs seeking higher pay scales than Lecturers of Polytechnics. The same has not been accepted on the ground that Lecturers of Polytechnics are governed by AICTE scales. The following is the progression of the pay scales in successive PRCs.

Category	1978	1986	1993	1999	2005
Assistant Director (Non-Technical)	1050-1600	1980-3500 (one stage improvement)	3640-7580 (Corresponding scale)	6950-14425 (Corresponding scale)	10285-24200 (Corresponding scale)
Lecturer of Polytechnics	1150-1700	1980-3500 (Corresponding scale)	3640-7580 (Corresponding scale)	6950-14425 (Corresponding scale)	10845-25600 (one stage improvement)

The Assistant Director(Technical) (Rs.6950-14425) represented to PRC 2005 seeking a higher pay than the Deputy Executive Engineer or the AICTE scales on the ground that they were discharging duties on par with Engineering graduates though they possess diploma qualification. They could not prosecute B-Tech part time or correspondence course. The PRC 2005, observed that extension of AICTE scales did not fall within the purview of the Commission. Considering the prevailing parities, the commission assigned a corresponding pay scale of Rs.10285-21835 for the categories of workshop Superintendent, Lecturers (Polytechnics/State wide Institutions) and Assistant Director (Technical) and the same was revised to Rs.10285-24200 based on the recommendations of OMC.

The Commission noticed that the pay scale of Rs.10845-25600 was inadvertently indicated in the Departmental schedule appended G.O.(P)No.180, Finance (PC-I) Department, dated 29-06-2006, instead of Rs.10285-24200. As a result of which, the category of Assistant Director (Non-Technical) is requesting a higher scale of Rs.10845-25600 on par with Assistant Director (Technical). The Commission is of the view that a mistake should not be perpetuated further and it should be corrected .

In view of the above position, the commission recommends a pay scale of Rs.18030-43630 corresponding to Rs.10285-24200 to the categories of Assistant Director (Non Technical) and Assistant Director (Technical).

Domestic Science Training College : Secunderabad

Handicrafts Assistant : **Rs.5200-11755**
No. of Posts : 3

Domestic Science Assistant : **Rs.5750-13030**
No. of Posts : 3

Science Assistant (GVI) : **Rs.6505-15025**
No. of Posts : 3

Language Assistant

(GVI/DSTC)	:	Rs.6505-15025
No. of Posts	:	3
First Assistant (GVI/DSTC)	:	Rs.6675-15500
No. of Posts	:	3
Junior Assistant (DSTC)	:	Rs.6675-15500
No. of Posts	:	5

No representation has been received from the employees of the above colleges.

The Domestic Science Training College (DSTC) is offering three years Diploma in Home Science and Girls Vocational Institute (GVI) is also offering three years Diploma in both Home Science and Craft Technology. The courses prepared by the State Board of Technical Education are standardized on par with Polytechnics.

According to Service Rules, appointment to the category of Handicrafts Assistant is by Direct Recruitment. One must have passed 10th class, must have two years teaching experience or must have passed Higher Grade Technical examination in the relevant subject and must have two years teaching experience.

Appointment to the category of Domestic Science Assistant is both by Direct Recruitment and by Promotion of Handicrafts Assistant. One must have a degree in Domestic Science or Home Science or minimum general educational qualification with a Diploma (three years course) of Teachers Training from Lady Irwin College, Delhi or Domestic Science Training College, Hyderabad or must possess a Certificate in Higher Domestic Science of Department of Technical Education, Hyderabad.

Appointment to the category of Language Assistant is by Direct Recruitment. One must possess a degree in the concerned subject with 3 years teaching experience.

Appointment to the category of First Assistant (GVI/DSTC) is by promotion of Science Assistant / Domestic Science Assistant / Language Assistant. The qualifications prescribed are a 2nd class Degree in Science or Home Science and Diploma in Teachers Training in Home Science which is of 3 years duration or degree in Home Science or Domestic Science with 3 years Teaching experience.

The above categories have represented to successive PRCs seeking parity with comparable posts in Government Polytechnic Colleges. The same has not been agreed. The following are the pay scales assigned to the above

categories and comparable posts in Government Polytechnic in successive pay revisions:

Category	1978	1986	1993	1999	2005
Handicrafts Assistant	530-850	1010-1800 (Corresponding scale)	1875-3750 (Corresponding scale)	3550-7150 (Corresponding scale)	5200-11755 (Corresponding scale)
Associate Lecturer of Govt. Polytechnics	800-1450	1380-2750 (Corresponding scale)	3110-6380 (Two stage improvement)	5980-12100 (Corresponding scale)	9285-21550 (One stage improvement)
Domestic Science Assistant	575-950	1100-2050 (Corresponding scale)	2075-4270 (Corresponding scale)	3950-8150 (Corresponding scale)	5750-13030 (Corresponding scale)
Lecturer in Polytechnic	1150-1700	1980-3500 (Corresponding scale)	3640-7580 (Corresponding scale)	6950-14425 (Corresponding scale)	10845-25600 (one stage improvement)
Science Assistant	600-1050	1150-2110 (Corresponding scale)	2315-4880 (one stage improvement)	4430-9300 (Corresponding scale)	6505-15025 (Corresponding scale)
Language Assistant	600-1050	1150-2110 (Corresponding scale)	2315-4880 (one stage improvement)	4430-9300 (Corresponding scale)	6505-15025 (Corresponding scale)
First Assistant (GVI)	650-1100	1230-2330 (Corresponding scale)	2375-5040 (one stage improvement)	4550-9600 (Corresponding scale)	6675-15500 (Corresponding scale)
Junior Assistant (DSTC)	650-1100	1230-2330 (Corresponding scale)	2375-5040 (one stage improvement)	4550-9600 (Corresponding scale)	6675-15500 (Corresponding scale)
Head of Section of Govt. Polytechnics	1300-1900	2410-4050 (Corresponding scale)	4400-8700 (Corresponding scale)	8400-16525 (Corresponding scale)	13390-28500 (one stage improvement)

The Commission assigns the following scales

Handicraft Assistant	-	Rs.9460-27700 (Rs.5470-12385)
Domestic Science Assistant	-	Rs.10900-31550 (Rs.6195-14175)
Science Assistant /	-	Rs.11860-34050 (Rs.6675-15500)
Language Assistant		
First Assistant (GVI) / Junior Assistant (DSTC)	-	Rs.12550-35800 (Rs.7200-16925)

Principal

(Girls Vocational Institute) : Rs.9285-21550
 No. of Posts : 2

Vice Principal**(Domestic Science Training College)**

: Rs.9285-21550
 No. of Posts : 1

Principal (Domestic Science Training College)

: Rs.10285-24200
 No. of Posts : 1

No representation has been received.

The qualification prescribed in respect of the above categories are as below:

Designation	Method of recruitment and qualifications
Principal (DSTC)	<p><u>By promotion of Vice Principal, Domestic Science Training College including Principal, Girls' Vocational College:</u></p> <p>i) B.Sc., ii) Diploma in Home (Polytechnics) or Science(2 years Course & a diploma in Teachers Training) iii) Experience in teaching Home Science Subjects for a period of 5 years</p> <p>OR</p> <p>i) 1st or 2nd Class Degree in Home Science. ii) Teachers Training Diploma (1) year course of a Home Science College or B.Ed. or B.T. and iii) Experience in Teaching Home Science Subjects for a period of 5 years.</p>
Principal(GVI)/ Vice-Principal (DSTC)	<p><u>By transfer of Junior Assistant in Domestic Science Training College:</u></p> <p>i) B.Sc., ii) Diploma in Home (Polytechnics) or Science(2 years Course & a diploma in Teachers Training) iii) Experience in teaching Home Science Subjects for a period of 5 years</p> <p>OR</p> <p>i) 1st or 2nd Class Degree in Home Science. ii) Teachers Training Diploma (1) year course of a Home Science College or B.Ed. or B.T. and iii) Experience in Teaching Home Science subjects for a period of 3 years.</p>

The above categories have represented to the earlier PRCs seeking parity with Principals of Polytechnics and Head of sections of Polytechnics.

The same has not been accepted. The following is progression of pay scales in the earlier PRCs.

Category	1978	1986	1993	1999	2005
Principal (Girls' Vocational Institute)	900-1500	1550-3050 (Corresponding scale)	3110-6380 (One stage improvement)	5980-12100 (Corresponding scale)	9285-21550 (one stage improvement)
Vice Principal (DSTC)	900-1500	1550-3050 (Corresponding scale)	3110-6380 (One stage improvement)	5980-12100 (Corresponding scale)	9285-21550 (one stage improvement)
Head of Sections of Govt. Polytechnics	1300-1900	2410-4050 (Corresponding scale)	4400-8700 (Corresponding scale)	8400-16525 (Corresponding scale)	13390-28500 (one stage improvement)
Principal (DSTC)	1150-1700	1980-3500 (Corresponding scale)	3640-7150 (Corresponding scale)	6950-14425 (Corresponding scale)	10285-24200 (Corresponding scale)
Principals of Govt. Polytechnics	1500-2100	2690-4440 (one stage improvement)	5390-8980 (one stage improvement)	10250-17050 (Corresponding scale)	15500-30000 (Corresponding scale)

The above categories are not having parity with Principals of Government Polytechnics in the successive pay revisions, as the qualifications, duties and responsibilities are different. But keeping an overall view and approach to the Teaching Community, the Commission recommends the scale of Rs.18030-43630 (Rs.10285-24200) for Principal (Girls Vocational Institute) and Vice Principal (Domestic Science Training College) and Rs.19050-45850 (Rs.10845-25600) to Principal (Domestic Science Training College).

Librarian : **Rs.5750-13030**
No. of Posts : 54

No representation has been received.

According to Service Rules, appointment to this category is by Direct Recruitment or by transfer from any other service for special reasons. One must possess a First or Higher second class B.Sc / B.A/ B.Com degree with a First or Second class M. Library science degree.

The category has represented to the earlier Pay Revision Commissions seeking parity with Librarians of Junior Colleges/ Librarians of Polytechnics and Degree Colleges. The same has not been accepted. The following is progression of pay scales of the above category and comparable categories in the successive PRCs.

Category	1978	1986	1993	1999	2005
Librarian of Technical Education	475-760	1100-2050 (4 stage improvement) (on par with Assistant Librarian Grade-II of Public Libraries Department)	2075-4370 (Corresponding scale)	3950-8150 (Corresponding scale)	5750-13030 (Corresponding scale)
Librarian of Junior Colleges	530-850	1100-2050 (two stage improvement)	2195-4560 (one stage improvement/ 2600-5580(A.C.1995) (four stage improvement)	5000-10600 (Corresponding scale)/ 5980-1200 (A.C.2004) (Three stage improvement)	9285-21550 (one stage improvement)
Librarian of Degree Colleges @	800-1450	1810-3230 (two stage improvement)	3640-7580 (one stage improvement)	6950-14425 (Corresponding scale)	10285-24200 (Corresponding scale)
Librarians of Govt. Polytechnics #					

The above category is drawing AICTE scales.

@ Majority of Librarians of Degree Colleges are drawing U.G.C. Pay scales.

The category of Librarian was assigned a pay scale of Rs.1100-2050 in 1986 revision on par with Assistant Librarian Gr-II of Public Libraries Department. In subsequent revisions this category was assigned corresponding pay scales. Hence the Commission recommends a revised pay scale of Rs.10900-31550 (Rs.6195-14175) on par with Assistant Librarian Grade-II of Public Libraries Department.

Senior Librarian : **Rs.7200-16925**
No. of Posts : 7

No representation has been received.

According to Service Rules, appointment to the category of Senior Librarian is by transfer of Librarian of A.P. Technical Education Subordinate service Rules. One must possess a Master's Degree in Library Science/ Information Science/ Documentation or its equivalent professional Degree with atleast 55% of marks and 5 years of service in the category of Librarian.

The category has represented to the earlier PRCs seeking parity with Librarian of Degree Colleges and also for AICTE pay scales. The same has not been accepted. The following is progression of pay scales of the above category and comparable posts.

Category	1978	1986	1993	1999	2005
Senior Librarian of Technical Education	650-1100	1330-2630 (two stage improvement) (on par with Assistant Librarian Grade-I of Public Libraries Department)	2525-5390 (Corresponding scale)	4850-10250 (Corresponding scale)	7200-16925 (Corresponding scale)
Librarian of Degree Colleges @	800-1450	1810-3230 (two stage improvement)	3640-7580 (one stage improvement)	6950-14425 (Corresponding scale)	10285-24200 (Corresponding scale)

@ Majority of Librarians of Degree Colleges are drawing U.G.C. Pay scales.

Note : Majority of Librarians of Government Polytechnics are drawing AICTE Pay scales.

The category of Senior Librarian was assigned a pay scale of Rs.1330-2630 on par with Assistant Librarian Grade-I of Public Librarians Department in 1986 revision. In 1993 revision, this category was assigned a corresponding pay scale of Rs.2525-5390 on the ground that this was not having service rules. In subsequent revisions, corresponding pay scales were assigned. At present this category is having service rules. As per the above rules, this category is filled by transfer from Librarian and one must have a Master's Degree in Library Science/ Information Science/ Documentation or its equivalent professional Degree with atleast 55% of marks and 5 years of service in the category of Librarian. Whereas the category of Assistant Librarian, Grade-I of Public Libraries is filled in by promotion from the category of Assistant Librarian Grade-II with a degree with B.L.Sc degree. The category of Senior Librarian has a higher qualification of Master's Degree in Library Science.

In view of the above position, the Commission recommends a revised pay scale of Rs.16150-42590 (Rs.9285-21550) which is one stage below the Gazetted Librarian.

15 (b). COLLEGIATE EDUCATION

Part Time Lecturer

(Degree College) Working on

Minimum of Pay of	:	Rs.10285/- p.m.
No. of posts	:	88

It is represented that 88 part time Lecturers have been working in different Govt. Colleges in the State, since 1992 based on court directions. So far, their services have not been regularized. At present, they are drawing minimum of the time scale + D.A. They have therefore requested for sanction of Interim Relief, HRA & Dearness Allowance along with arrears.

The Part time Lecturers working in Degree Colleges on a minimum pay of Rs.10285/- are eligible for admissible Dearness Allowance, but not for Interim Relief, HRA & Dearness Allowance along with arrears. The above issue does not come within the purview of the Commission. Hence the administrative Department may formulate a policy and take further action.

The Association pointed out that orders assigning minimum of the pay scales are issued with long delay and the modified pay plus DA is paid to them prospectively. The Commission feels that they should be given the minimum of the pay scale plus DA from the date from which the scale was revised for other Degree College Lecturers who are in State Pay Scales and disbursement of the amount should be done in the same way as for other Degree College Lecturers. Applying revised pay from the date from which orders are issued for this category of employees would be unfair.

Herbarium Keeper/

Museum Keeper

	:	Rs.4260-9520
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No. of Posts	:	69/71
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It is represented that the cadre strength of these categories is negligible that though their grievances which were brought to the notice of the previous PRCs, have not been solved. They pointed out that the above categories were in the pay Scale of Rs.410-625 in 1978 revision and Store Keeper was in the Pay Scale of Rs.425 – 650. Thus there was a difference of Rs.15/- in the minimum of their pay scales. In the subsequent revisions, the gap had further widened and the above categories were assigned lower pay Scales of Rs.780-1275, Rs.1535-2840, Rs.2870-5470 and Rs.4260-9520. Store Keeper was assigned higher pay Scales of 910-1625, Rs.1745-3420, Rs.3290-6550 and Rs.4825-10845 in 1986, 1993, 1999 and 2005 revisions respectively.

Hence, the request is for a pay Scale of Rs.4825-10845 on par with Store Keeper on the ground that they have similar duties and responsibilities.

According to the Service Rules, appointment to the post of Herbarium Keeper / Museum Keeper is by transfer of Attenders in the Last Grade Service. If no qualified Attender is available, by transfer the post is filled by direct recruitment. The qualification prescribed is a pass in 8th class examination with English as one of the subjects.

The above categories were in the pay scales of Rs.240-420, Rs.410-625 and Rs.780-1275 in 1974, 1978 and 1986 revisions.

The above categories represented to PRC,1993 seeking parity with Junior Assistant on the ground that they were on par with Junior Assistant in 1969 revision and were placed one stage below the Junior Assistant in 1974 and 1978 revisions and the difference had increased in 1986 revision. They have therefore requested to assign a pay scale of Rs.910-1625. Considering the qualifications, duties and responsibilities, the PRC assigned a revised pay scale of Rs.1535-2840. Thus these categories were given one stage advancement.

The above categories represented to PRC, 1999 seeking parity with Junior Assistant and Storekeeper. Another request was for a pay scale higher than Record Assistant, as Record Assistant was a feeder category for these posts. The PRC,1999 did not agree for parity with Junior Assistant/Store Keeper. He has further observed that no service rules were placed before the commission in support of the contention that Record Assistant was a feeder category for these posts. Accordingly PRC,1999 assigned the corresponding pay scale of Rs.2870-5470.

The above categories represented to PRC,2005, seeking parity with Junior Assistant and Storekeeper and also requested for a higher pay scale than Record Assistant. The PRC did not agree. While reiterating the views of PRC,1999, the PRC, 2005 assigned the corresponding pay scale of Rs. 4260-9520.

This category did not represent to AC 2008.

The pay scales assigned to the categories of Junior Assistant/ Store Keeper and Herbarium Keeper/Museum Keeper in successive revisions, are indicated below:

Name of the Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Junior Assistant/ Store Keeper	250- 430	425- 650	910- 1625	1745- 3420	3290- 6550	4825- 10845
Herbarium Keeper/Museum Keeper	240- 420	410- 625	780- 1275	1535- 2840	2870- 5470	4260- 9560

It is thus clear that the categories of Herbarium Keeper/Museum Keeper did not have parity with Junior Assistant and Storekeeper in successive PRCs. The Commission however, recommends a pay scale of Rs.7740-23040 (Rs.4370-9775).

Sergeant : **Rs.4370-9775**
No. of Posts : 03

It is represented that Sergeant had parity with the category of LDC (now Junior Assistant) in 1969 revision. This category was assigned lower pay Scales in the successive revisions, whereas LDC was assigned higher Pay Scales. It was therefore requested for assigning a pay scale of Rs.4825-10845 on par with Junior Assistant.

According to Service rules, appointment to this category is by direct recruitment and one must have passed VIII class and be able to read and write Telugu and has a working knowledge of English, Hindi Or Urdu.

This category was in the pay scale of Rs.410-625 in 1978 revision and represented to PRC 1986 seeking parity with Sergeant of M&H Department. The PRC did not agree on the ground that the qualification was invariably that of a Ex-service Officer of the ranks of Jamedar / Subedar in Medical and Health Department and assigned the corresponding pay scale of Rs.780-1275, duly considering the qualification of 3rd form.

This category represented to PRC 1993, seeking parity with Junior Assistant. The PRC did not agree on the ground that the qualifications, duties and responsibilities were completely different. Accordingly the pay scale of Rs.1595-3020 was assigned. Thus this category was given one stage advancement.

This category did not represent to PRC 1999. However the corresponding pay scale of Rs.2990-5810 was assigned.

This category did not represent to PRC 2005. However the corresponding pay scale of Rs.4370-9775 was assigned. This category did not represent to Anomalies Committee, 2008.

Following are the pay scales assigned to the categories of Junior Assistant and Sergeant in successive revisions.

Sl. No.	Name of the Category	1974	1978	1986	1993	1999	2005
		(Rs.)					
1.	Junior Assistant	250-430	425-650	910-1625	1745-3420	3290-6550	4825-10845
2.	Sergeant	240-420	410-625	780-1275	1595-3020	2990-5810	4370-9775

As can be seen from the above statement that this category never had parity with Junior Assistant in the successive pay revision commissions and the qualifications are less than the qualifications prescribed for Junior Assistant. The commission however, keeping in view the duties and responsibilities attached to the post recommends a pay scale of Rs. 7960-23650 (Rs.4595-10285), by keeping him one stage below the Junior Assistant..

Lecturer of Degree College : **Rs.10285-24200**
 No. of Posts : 2504

It is represented that prior to 1982, the Pay Scale of Lecturer in Degree College was on par with the Principal of Junior College i.e. Rs. 1050-1600 (1978 Pay scale). In subsequent revisions, this category was allowed lower pay scales, whereas Principal of Junior Colleges was allowed higher pay scales. They have therefore requested for a pay scale of Rs.11755-26300 on par with Principal of Junior College. The request is for the proposed pay scale of Rs.23500-47000 in revised Pay Scales.

It is further represented that the State Government is allowing two pay Scales to the post of Lecturer of Degree Colleges i.e. UGC pay Scales/ State pay scales, when they are discharging the same duties. They have therefore requested for extension of UGC Pay Scales to all teachers working in Degree Colleges irrespective of their date of appointment and without insisting on any additional qualification like pass in NET/SLET, M.Phil / Ph.D Qualifications etc.

They have also represented for :

- a) Modification of Automatic Advancement Scheme.
- b) Advance increments for possessing Ph.D/M.Phil /P.G.

Degree with NET/SLET qualifications.

- c) Re-designation of the post as “ Assistant Professor”
- d) Enhancing HRA
- e) Transport Allowance
- f) Other compensatory allowances and
- g) Special Allowance to Disabled women employees etc.,

According to service rules, this category is filled in by Direct recruitment and by transfer of eligible Jr. Lecturer. One must have a 1st or 2nd class P.G. in the relevant Subject.

This category was in the pay scale of Rs.1050-1600 in 1978 revision. This category represented to PRC,1986 seeking parity with Principals of Junior Colleges on the ground that when compared to Junior Lecturers, they were in a higher scale and they were made equal to Junior Lecturers and also requested for parity with U.G.C. Pay scales.

The PRC,1986 while advising the Government to give them an opportunity of exercising revised options to those who were drawing pay in the state scales for electing to the U.G.C pay scales, did not agree with the argument that this category be equated with Principal of Junior Colleges and assigned the corresponding pay scale of Rs.1810-3230.

This category represented to PRC, 1993 seeking U.G.C Pay scales and the same was not agreed to, as it was a completely different system with different set of qualifications prescribed. Hence the PRC assigned a revised pay scale of Rs.3640-7580, thus giving one stage advancement.

This category represented to PRC,1999 seeking U.G.C. pay scales. It is further stated that after the introduction of the stipulation of a pass in the National Eligibility Test for extension of U.G.C. scales to Lecturers, Junior Lecturers promoted to the category of Lecturers of Degree Colleges is erroneous. They have therefore requested to exempt them from the stipulation of passing of the National Eligibility Test for eligibility to U.G.C. pay scales. The PRC,1999 observed that apart from the merits of the request, extension of U.G.C. scales and the conditions in regard thereto was an issue, not within the purview of the Commission. Accordingly the PRC,1999 assigned the corresponding pay scale of Rs.6950-14425.

This category also has represented to PRC,2005, stating that the College teachers who are drafted from the cadre of Junior Lecturer, Physical Directors etc., were not allowed the U.G.C Pay scales. They were brought under the state scales of pay on the ground that they did not pass the National

Eligibility Test leading to discrimination in status among the equals. Another contention they advanced was that prior to 1982, Lecturer of Degree College and Principal of Junior College was allowed Rs.1050-1600 and for Junior Lecturers, under Automatic Advancement Scheme, the SPP-I scale was the pay scale of Principal of Junior Colleges i.e., Rs.7900-15475. They have therefore requested for the pay scale of Rs.7900-15475.

The PRC, 2005 observed that extension of UGC Pay Scales and the conditions in regard thereto was an issue, not within the purview of the commission. It was also observed that parity with the Principal of Junior College was not proper, as the principal was having administrative responsibilities. The PRC accordingly assigned the corresponding pay scale of Rs.10285-21835 and the same has been revised to Rs.10285-24200 as per the recommendations of OMC.

This category did not represent to AC 2008.

Following are the pay scales assigned to Lecturer of Degree Colleges and Principals of Junior Colleges in the successive pay revisions:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Principals of Junior Colleges	1050-1600 with Rs.150/- special pay	2150-3690 (Special pay merged)	4140-8140	7900-15475	11755-26300
Lecturer of Degree Colleges	1050-1600	1810-3230	3640-7580	6950-14425	10285-24200

It is clear from the above statement that this category never had parity with Principals of Junior Colleges. The earlier PRCs did not accept parity with Principals of Junior Colleges and also did not accept for extension of U.G.C. Pay scales. They did not accept relaxation of conditions laid down in U.G.C. Pay scales norms. With regard to the contention that a Junior Lecturers. Who is promoted as a Lecturer after getting the benefit of automatic advancement scheme gets a higher pay scale, this cannot be a contention for seeking a higher pay scale.

The Commission elsewhere in this report stressed the importance attached to the Education and accordingly recommended higher pay scales to the Teaching staff of School Education. Following the above approach, the commission recommended the enhancement of scales of pay for the Jr. Lecturers in Junior Colleges and also the Teachers in DIET. The Commission, therefore, assigns the pay scale of Rs.20680-46960 (Rs. 11755-26300), to the Lecturers in Degree Colleges

Physical Directors**(Degree College) : Rs.10285-24200**

No of Posts : 170

The main request is for maintaining parity with Lecturers of Degree Colleges.

Another request is for rectification of anomaly wherein a Junior draws higher scales of pay than a senior promoted earlier in the revised pay scales of 1993, 1999 and 2005.

It is also requested to re-designate Physical Director working in Degree colleges as Lecturer in Physical Education on par with Physical Directors drawing UGC pay scales.

As per the service rules issued in G.O.Ms.No.1196, Education Department, dated 27/12/1977, this category is filled in by promotion from Asst. Physical Directors of Degree Colleges. If no suitable and qualified candidate is available from the above category, they are drawn by transfer from Physical Director and Physical Directress working in Junior Colleges and High Schools. This category is also filled in by transfer from any other services. One must have a Masters Degree in Physical Education or P.G. Degree with Degree/Diploma in Physical Education.

This category was in the pay scales of Rs.530-1050 and Rs.800-1450 in 1974 and 1978 revisions. The PRC 1986 assigned a revised pay scale of Rs.1810-3230, as this category had traditional parity with Lecturers of Degree Colleges. Thus this category was given 2 stages advancement.

This category did not represent to PRC, 1993. However, a revised pay scale of Rs.3640-7580 was assigned giving one stage advancement. It is represented to PRC 1999 to re-designate this category as Lecturer in Physical Education and to extend all the benefits on par with Lecturer of Degree Colleges. It is represented that the anomaly of Physical Directors of Junior Colleges who were given SAPP-I scale (under automatic advancement scheme) in 1992 and subsequently promoted to Physical Director of Degree Colleges drawing a higher salary than their seniors in Degree Colleges, should be removed.

While assigning the corresponding pay scale of Rs.6950-14425, the PRC 1999, observed as follows:

“Re-designation of the category is an issue to be dealt with the department. The point made regarding the anomaly arising from the implementation of Automatic Advancement Scheme is not valid as anybody drawing a higher salary as Physical Director of a Degree College in the given situation must be senior to his peers and so long

as they are all Physical Directors of Degree Colleges there is no incongruity and no anomaly.”

This category did not represent to PRC 2005. However the corresponding pay scale of Rs.10285-21835 was assigned. The same has been revised to Rs.10285-24200 as per the recommendations of OMC.

This category did not represent to AC 2008.

The issue of re-designation of this category as Lecturer in Physical Education is to be dealt with by the Education Department. The alleged anomaly arising out of the implementation of the Automatic Advancement Scheme is also not valid, as PRC 1999 have already spelt out the details. The Commission recommends a pay scale of Rs. 20680-46960 (Rs. 11755-26300) on par with Lecturers of Degree Colleges.

16 (b). CHIEF ELECTRICAL INSPECTORATE

General :

Electrical Inspectorate Department is a regulatory organization, which is implementing electrical safety Acts, Rules and provisions in the State, having about 60 Technical Officers of Electrical Engineering graduates and Post Graduates. The main aim of the organization is to minimize the fatal and fire accidents caused due to electricity, by making periodical inspections of Extra High Voltage/High voltage consumers and by providing better electrical designs and circuits to all industries in the State, thereby achieving the goal of conservation of Energy duly reducing power losses to the maximum extent.

Assistant Accounts Officer : **Rs.8385-19125**
No. of Posts : 7

Accounts Officer : **Rs.10285-24200**
No. of Posts : 2

It is represented that the Accounts Officer is an inspecting Officer under A.P. Electricity Duty Act like Deputy Chief Electrical Inspector to Govt./Electrical Inspector. The Assistant Accounts Officer assists the Inspecting Officer towards verification of books of accounts of the companies, who are liable for payment of electricity duty. Earlier the Assistant Accounts Officer used to carry a higher pay scale than the Assistant Electrical Inspector. Though, the duties of both Accounts Officer and Assistant Accounts Officer are technical in nature they are assigned lower scales than the technical cadre. Another contention is that the pay scale of Assistant Accounts Officer is lower than their counter parts in Agriculture, Horticulture etc., and the request is to assign pay scale on par with them.

The post of Assistant Accounts Officer is filled by direct recruitment and by transfer of Superintendents in A.P. Ministerial Service in the Electrical Inspectorate Department. The qualification prescribed for direct recruitment (in the event of non-availability of candidates by appointment by transfer) is a Degree. The post of Accounts Officer is filled by promotion from the category of Assistant Accounts Officer.

Comparison with the technical posts is not tenable. The posts are comparable to the Assistant Accounts Officer and Accounts Officer in Treasuries and Accounts Department under Common Category. Accordingly, the Commission recommends the pay scale of Rs.16150-42590 (corresponding to Rs.9285-21550 to the Assistant Accounts Officer who is in the existing scale of pay of Rs.8385-19125) and Rs.19050-45850

(corresponding to Rs.10845-25600) to the Accounts Officer which is presently in the pay scale of Rs.10285-24200.

Assistant Electrical Inspector	:	Rs.10845-25600
No. of Posts	:	34
Deputy Electrical Inspector	:	Rs.11755-26300
No. of Posts	:	28
Electrical Inspector	:	Rs.13390-28500
No. of Posts	:	4
Deputy Chief Electrical Inspector	:	Rs.18025-30765
No. of Posts	:	2
Chief Electrical Inspector	:	Rs.23500-30765
No. of Posts	:	1

It is represented that the officers of this department are not getting suitable pay scales commensurate to their duties and responsibilities. Their pay scales are far less than their counterparts of A.P.Genco, A.P.Transco, A.P.Discoms and Department of Boilers. The initial induction of technical categories is at the level of Assistant Electrical Inspector and all of them were appointed through Andhra Pradesh Public Service Commission with a minimum qualification in Electrical Engineering with three years practical experience. It is requested to revise the pay scales of all the categories in such a way that the minimum increase is Rs.5000/- and to merge the existing personal pay in basic pay. The other requests include sanction of risk allowance Rs.1,000/-P.M. and a special accident/risk policy for Rs.5.00 laksh per person.

The post of Assistant Electrical Inspector is filled by direct recruitment or by transfer of Tester in A.P. Electrical Subordinate service. The qualifications prescribed for both the methods of appointment are Bachelor Degree in Electrical Engineering with 3 years practical experience in Electrical Engineering of which not less than one year shall be in the field of Electrical and Mechanical Workshop or generation etc. The post of Deputy Electrical Inspector is filled by promotion from the category of Assistant Electrical Inspector. The post of Electrical Inspector is filled by promotion from the category of Deputy Electrical Inspector and the post of Deputy Chief Electrical Inspector is filled by promotion from the category of Electrical Inspector. Chief Electrical Inspector is filled by promotion from the category of Deputy Chief Electrical Inspector. There is a provision for appointing officers of the cadre of Chief Engineer from the A.P.S.E.B., on

tenure basis in case no qualified candidate is available for promotion to the post of Chief Electrical Inspector.

The Pay Revision Commissioner 1993 suggested that the initial induction in the department is at the level of Inspector which is on par with Deputy Executive Engineer as in the case of Departments of Factories and Boilers. The Anomalies Committee, 1995 enhanced the pay scale of Assistant Electrical Inspector and Deputy Electrical Inspector each by two stages. The 1999 and 2005 Pay Revisions assigned corresponding scales to these categories.

The Assistant Electrical Inspector, Electrical Inspector, Deputy Chief Electrical Inspector and Chief Electrical Inspector are on par with Inspector of Boilers, Deputy Inspector of Boilers, Joint Inspector of Boilers and Director of Boilers respectively. Similarly, these posts are on par with Inspector of Factories, Deputy Chief Inspector of Boilers, Joint Chief Inspector of Factories and Director of Factories.

In the Department of Electrical Inspectorate there is an intermediary category of Deputy Electrical Inspector between Assistant Electrical Inspector and Electrical Inspector. The Deputy Electrical Inspector carries the pay scale next to the Assistant Electrical Inspector.

The Commission finds that as the structure is at variance with Departments of Factories and Boilers, they cannot expect pay scale on par with them. We are convinced that the existing scales are in order. We accordingly recommend the following corresponding scales:

Assistant Electrical Inspector	: Rs.19050-45850 (Rs.10845-25600)
Deputy Electrical Inspector	: Rs.20680-46960 (Rs.11755-26300)
Electrical Inspector	: Rs.23650-49360 (Rs.13390-28500)
Deputy Chief Electrical Inspector	: Rs.31550-53060 (Rs.18025-30765)
Chief Electrical Inspector	: Rs.41550-55600 (Rs.23500-30765)

The other requests relating to sanction of risk allowance and Special Accident/Risk Policy are dealt with in the relevant chapter of Volume I of the report.

17 (a). FOREST DEPARTMENT

The main function of the Forest Department is to protect forests and wild life.

The Department is headed by the Principal Chief Conservator of Forests. Five Additional Principal Chief Conservator of Forests and other supporting categories assist the Principal Chief Conservator of Forests at the Headquarters.

The forest area in the State is divided into twelve territorial Circles. Each Circle is headed by a Conservator of Forests. The jurisdiction of each circle extends to one or more Districts depending upon the forest area and related activities of Forest Management. The territorial Circles are divided into forty three Territorial Divisions. The Divisions are headed by a Deputy Conservator of Forests/Divisional Forest Officer. Each Division is normally divided into three to five Ranges. The Forest Range officer is in-charge of the Range. Each Range is divided into three to five Sections. The Section is under the charge of either a Deputy Range Officer or Section Officer. The Sections are finally split into beats and kept under the charge of a Forest Beat Officer (Forest Guard), who is normally assisted by the Asst. Beat Officer (Reserve Watchers). In addition to these Circles and Divisions, there are separate functional circles, divisions and Ranges for implementing various developmental programmes in the Research, Training, reforestation etc.

The Andhra Pradesh Forest Officers Association represented to dispense with Direct Recruitment at the level of Assistant Conservator of Forests. This an administrative matter and does not come under the purview of the Commission.

The Commission discussed the parities and relativities of various categories of posts of Uniformed service viz., Police, Forest, Fire services and Prisons Departments at length in Volume - I of the Report. Keeping in view approach, the requests for the revision of pay scales of the various posts in the Forest Department are examined below:

Labourer	:	Rs.3850-8600
No. of Posts	:	77
Watchman	:	Rs.3850-8600
No. of Posts	:	98
Animal Keeper (Zoo Attendant)	:	Rs.3850-8600
No. of Posts	:	84

The Telangana Class IV Employees Association represented that the Labourers are not getting any loans etc from the banks and other financial institutions as their designation does not denote the fact that they are Government employees. They have therefore requested that the Labourer be re-designated as Zoo Assistant or Mali/Maln. The Labourer and Watchman requested for sanction of risk allowance and kit maintenance allowance on par with Animal Keeper. This is an issue to be examined by the Administrative Department.

With regard to the Labourer and Watchman, the posts belong to Last Grade Service and also fall under common categories. The Commission recommends the scales on par with the scale suggested for the posts of Labourer and Watchman under common categories i.e., Rs.6700-20110.

As regards, Animal Keeper it is represented that their duties of this category include catching wild animals, cleaning the moats, feeding animals and look after the welfare of the animals. The animal keepers often suffer fatal injuries while discharging their duties. It is requested to assign the pay scale of Rs.4595-10285 on par with Driver.

The post of Animal Keeper is filled in by direct recruitment and the qualification prescribed is a pass in Seventh class with five years experience in managing wild animals in captivity.

The pay scale of this post from time to time is as under:

1974	1978	1986	1993	1999	2005
(Rs.)					
180-350	350-550	740-1150	1375-2375	2550-4550	3850-8600

The Comparison of Animal Keeper with Driver is not correct. The Animal Keepers attend to the job of capture of wild animals, feeding, cleaning of all animals in the zoo. They are also injured on occasions. Only such of those persons we have better skills and techniques can handle animals. The duties of the Animal Keeper can not also be compared with other Animal Keepers in the Animal Husbandry Department. The Commission is fully convinced that they should be placed on a separate footing and accordingly recommends the scale of Rs.7520-22430 corresponding to the pay scale of Rs.4260-9520 to the category of Animal Keeper (Zoo Attendant) which is presently in the pay scale of Rs.3850-8600.

The request for sanction of Risk Allowance are dealt with under the relevant chapter in Volume I of the Report.

Assistant Beat Officer (Formerly Forest Watcher)	:	Rs.4260-9520
No. of Posts	:	1458
Forest Beat Officer (Formerly Forest Guard)	:	Rs.4595-10285
No. of Posts	:	2916
Forest Section Officer (Formerly Forester)	:	Rs.5200-11755
No. of posts	:	1298
Deputy Forest Range Officer	:	Rs.6675-15500
No. of posts	:	391
Forest Range Officer	:	Rs.8385-19125
No. of Posts	:	426
Assistant Conservator of Forest	:	Rs.10845-25600
No. of Posts	:	140
Deputy Conservator of Forests	:	Rs.14600-29250
No. of Posts	:	20

The Forest Junior Officers Association represented that the duties of the Forest Officials include protection of wild life, raising avenue Plantations under social forestry, beautification of the cities through landscaping and urban forestry. They detect the forest offences, curb illicit cutting of trees and control deforestation. They seize Forest Produce involved in Forest Offence. As there is no Engineering Wing in the Forest Department and they also take up construction of buildings, check dams and other water harvesting structures in remote forests. Thus their duties are more onerous than the duties of the police personnel and sought equation of various categories of this Department with the different cadres of Police Department as indicated below :

Sl. No.	Category	Post in police Department with which comparison is drawn
1	Deputy Range Officer	Sub Inspector of Police
2	Forest Section Officer	Assistant Sub Inspector of Police
3	Forest Beat Officer	Head Constable
4	Assistant Beat Officer	Constable

The Forest Range Officers Association represented that the Forest Range Officer has a Jurisdiction of about 320 Sq Kms of Forest area. He is empowered to arrest and prosecutes offenders. He has the power of compounding of offences. He can use fire arms as in the case of Police for self protection and protection of the Forest Property. He issues search warrants and can detain illegal transportation of Forest produce. He files charge sheets before the courts of law. The Forest Range officer acts as an important functionary in Geometrics Technology & Information Technology, which is highly scientific and unique to the Andhra Pradesh Forest Department. The request is to equate the Range Officers with the Circle Inspector of Police by assigning the pay scale of Rs.9285-21550. The Anomalies Committee, 2008 recommended the scale of Rs.9285-21550, but Government assigned the pay scale of Rs.8385-19125.

The main plea placed before the PRC is the equation they would like to have with the Police force. We have dealt with it in same detail in the approach to Pay Revision under the title “Uniformed Series” in Volume-I of the Report. We do not, therefore, prepare to elaborate it here.

The Associations also drew comparison with the pay scales of their counter parts in the Union Territories. We have dealt with the issue of the Central Pay scales and how they are not relevant to the State in Volume-I of our Report.

Assistant Beat Officer:

The post of Assistant Beat Officer and the Police Constable are filled in by direct recruitment. The qualification prescribed for Asst. Beat Officer is SSC. The post of Police Constable is filled in by Direct Recruitment and the qualification is Intermediate.

The pay scales of Assistant Beat Officer and Police Constable from 1986 onwards are as follows.

Category	1986	1993	1999	2003
	(Rs.)			
Asst. Beat Officer	780-1275	1475-2675	2750-5150	4260-9525
Police Constable	810-1420	1595-3020	2990-5810	4825-10845

The Commission noticed that there was no parity between the above two categories from 1986. Comparing the posts with the Police Constable is not justifiable as Head Constable is a promotional post to the Police Constable. The duties of Police Constable are also different. They deal with issues relating to law and order, crime investigation etc., which are not

relevant to the Asst. Beat Officer. The Commission see no new grounds that warrant assignment of higher scale and accordingly recommends the corresponding scale of Rs.7520-22430.

Forest Beat Officer :

The post of Beat Officer is filled in by Direct Recruitment or by promotion from the category of Assistant Beat Officer including Tanadars and Boat Sarang. The qualification is SSC with required prescribed physical measurements for Direct recruitment. The post of Head Constable is filled by promotion of Constable.

The post of Forest Section Officer is filled in by Direct Recruitment, promotion from the category of Beat Officer and by transfer from the Members of the A.P. Ministerial Service in Forest Department. The qualification prescribed for Direct Recruitment is Bachelors Degree in any Science subject or a Bachelor degree in Engineering with Chemical / Mechanical / Civil Engineering for direct recruitment as Beat Officer. The qualification for filling the post by promotion is minimum general education qualification and training in Forest Guard's Course at A.P. School of Forestry, Ellandu. The qualification for filling up the post by transfer is Intermediate.

The pay scales of the Beat Officer and Constable are as follows.

Category	1993	1999	2003
	(Rs.)		
Beat Officer	1535-2840	2870-5470	4595-10285
Constable	1595-3020	2790-5810	4825-10845

Comparison with Head Constable is not appropriate. Since 1993 the post has been having pay scale which is one stage below the Police Constable. Keeping in line with the approach on the pay scales of uniformed categories, the Commission recommends the corresponding scale to the Beat Officer i.e., Rs.8440-24950.

Forest Section Officer:

The pay scales of Forest Section Officer and Head Constable from 1986 onwards are as follows.

Category	1986	1993	1999	2003
	(Rs.)			
Forest Section Officer	950-1670	1875-3750	3550-7150	5200-11755
Head Constable	1010-1800	1975-4010	3750-7650	5470-12385

It is clear from the above statement that the Forest Section Officer is drawing the scale of pay which is one stage below the Head Constable of Police Department right from 1986. The duties of Police Department are of special nature and have certain attendant risks. The Commission, after extensive study of the pay structure of uniformed services is convinced that the scale of pay of Head Constable has to be improved and accordingly suggested the scale. In tune with the equations between various posts which we explained in Volume-I of our Report the Commission assigns the pay scale of Rs.10020-29200 corresponding to the pay scale of Rs.5750-13030 to the category of Forest Section Officer and this is advancement by two stages over the existing scale which is presently in the pay scale of Rs.5200-11755.

Deputy Forest Range Officer:

The post of Deputy Forest Range Officer is filled in by promotion from Forest Section Officer and also by direct recruitment. The qualification for direct recruitment is Degree in B.Sc., preference being given to the candidates who have taken Botany and Forestry as subjects.

The Post of Deputy Forest Range Office is one stage below the Sub Inspect of Police. The pay scales of the both the categories are as follows.

Category	1979	1986	1993	1999	2003
	(Rs.)				
Deputy Forest Range Officer	550-900	1230-2330	2375-5040	4550-9600	6675-15500
Sub Inspector of Police	575-950	1280-2440	2525-5390	4850-10250	7200-16925

The Deputy Forest Range Officer has always been drawing a lower pay scale than the Sub Inspect of Police. The Commission had discussed the approach to be followed towards uniformed categories arrived at certain scales of uniformed service. Accordingly the Commission elsewhere in this report recommended the scale of Rs.8385-19125 to Sub Inspector of Police. Keeping in view, the duties and responsibilities and relative position vis-à-vis Forest and Police and in line with the general approach outlined, the Commission recommends the scale of Rs. 13660-38570 corresponding to the pay scale of Rs.7770-18575 to the category of Deputy Forest Range Officer which is an improvement of three stages over the existing position which is presently in the pay scale of Rs. 6675-15500.

Forest Range Officer :

The post is filled in by promotion from the category of Deputy Forest Range Officer. The post is also filled by direct recruitment and the qualifications prescribed for direct recruitment is B.Sc. (Botony) or Forestry or Physics or Chemistry or Agriculture or Zoology. The scales assigned by the earlier PRCs right from 1986 are as follows.

1986	1993	1999	2005
(Rs.)			
1380-2750	2750-5960	5300-11300	7770-18575/ 8385-19125 *

* Anomalies Committee 2008

The Anomalies Committee 2008 recommended a higher pay scale of Rs.9285-21550 but Government did not accept the above recommendation. However, Government revised the scale of Forest Range Officer to Rs.8385-19125. He is now two stages below the Circle Inspector of Police. The Commission noticed that the pay scale of the Range Officer and also the Circle Inspect of Police were revised upwards in 2005 only. The Commission having regard to the duties and area of Jurisdiction recommend the scale of Rs.15280-40510 corresponding to the pay scale of Rs.8815-20300 to the category of Forest Range Officer which is presently in the pay scale of Rs.8385-19125.

Assistant Conservator of Forest :

There is no representation from the association on this category.

This post is filled by promotion and also by direct recruitment. The qualification prescribed for direct recruitment is a Bachelor's Degree in Forestry or in Science subject or Geology or a Bachelor's Degree in Mechanical / Civil / Electrical Engineering or in Agriculture or in Horticulture.

The Commission noticed that this category is having parity with Dy. Superintendent of Police from inception. The Commission elsewhere in this report recommended the scale of pay of Rs.11755-26300 to the Dy. Superintendent of Police. In order to maintain uniformity in the pay scales between the Dy. Superintendent of Police and Asst. Conservator of Forests, the Commission recommends the scale of Rs.20680-46960 corresponding to the pay scale of Rs.11755-26300 for the post of Asst. Conservator of Forests, which is presently in the pay scale of Rs.10845-25600.

Deputy Conservator of Forests :

This is a promotional post for the Asst. Conservator of Forests. This post is having parity with Additional Superintendent of Police (Non cadre) in Police Department. The Commission elsewhere recommended the scale of Rs.15500-30000 to Additional Superintendent of Police (Non cadre). With a view to maintain relative parity with Police personnel, the Commission recommends the scale of Rs.27000-51760 corresponding to the pay scale of Rs.15500-30000 to the category of Deputy Conservator of Forests which is presently in the pay scale of Rs.14600-29250.

Superintendent	:	Rs.7770-18575
No. of Posts	:	162
Manager	:	Rs.7770-18575
No. of Posts	:	16
Gazetted Assistant	:	Rs.8385-19125
No. of Posts	:	1

It is represented that both the Superintendent and Draughtsman Grade – I used to carry same scale of pay till last Pay Revision. The Pay Revision Commissioner, 2005 assigned a higher scale of Rs. Rs.8815-20300 to the Draughtsman Grade – I and the pay scale of Rs.7770-18575 to the Superintendent. It is requested to assign the pay scale of Rs.8815-20300 to the Superintendent on par with the Draughtsman Grade I.

Regarding Managers, it is represented that it is a promotion post to the Superintendent and it is requested to assign a higher pay scale i.e., Rs.9285-21550.

Comparison of Superintendent with Draftsman Grade I is not justified as the qualifications as also the duties and responsibilities are entirely different. The recommendations on the category of Superintendent under Common Categories will hold good.

It is found that the post of Manager is filled in by selecting the senior persons from the Seniority list of Superintendents of Multi zone-I (Rayalaseema and Andhra Regions) and Multi Zone-II (Telangana Region). The post of Manager is governed by Category I of the A.P. Ministerial Service rules along with the Superintendent. Both the posts form feeder category to the posts of Gazetted Assistant (Non Technical). So, the argument that the Manager is a promotion post to the Superintendent is not correct.

The Commission assigns the pay scale of Rs.14860-39540 corresponding to the pay scale of Rs.8385-19125 to the categories of

Superintendent and Manager which is presently in the pay scale of Rs.7770-18575.

There is a post of Gazetted Assistant (Non Technical) in the Department. It carries the pay scale of Rs.8385-19125 and is a promotion post to the Superintendent and Manager. Keeping in view the above, the Commission assigns the pay scale of Rs.16150-42590 corresponding to the pay scale of Rs.9285-21550 to the Gazetted Assistant which is presently in the pay scale of Rs.8385-19125.

18 (b). GOVERNMENT LIFE INSURANCE DEPARTMENT

Superintendent : **Rs.7770-18575**
 No. of Posts : 81

The request is for conferring Gazetted status to the Superintendents in the department as in the case of their counterparts in Treasuries and Accounts, Cooperation and Transport Department. Thus it is stated that it facilitates continuous official transactions, increase the volume of work disposal, and ensures smooth functioning of the District Insurance Offices.

The Commission has separately has expressed its views on the issue of Gazetted status to various categories. Those observations are applicable to this case also.

The Commission in consonance with the general observations recommends the scale of Rs.14860-39540 corresponding to Rs.8385-19125 to the category of Superintendent who is in the pay scale of Rs.7770-18575.

However, in any Department if there are Superintendents carrying different scales of pay or with designation like Superintendents or Senior Superintends, the revised pay scale in such case will be as indicated for those categories in the respective Departments.

The request for sanction of special pays to the categories of Superintendent, Senior Accountant/ Senior Auditor, Junior Accountant/ Junior Auditor is dealt with separately under relevant chapter in volume-I.

Joint Director : **Rs.14600-29250**
 No. of posts : 7

Director : **Rs.18025-30765**
 No. of Posts : 1

It is represented that the Government Life Insurance Department functions partly as a bank and its activities include issue of cheques, Bank drafts, compilation of data relating to movement Schedule and Proforma Accounts for preparation of balance for every triennium for declaration of Bonus to the Policy Holders. The Joint Director and Director of Insurance deliver financial services to policy holders such as pre and post audit of claims, sanction of loans involving Crores of rupees. The duties and responsibilities of the Joint Director and Director of Insurance involve considerable risk but their pay scales are one stage below the pay scales of the Joint Director and Director of Economics and Statistics. It is requested to assign the pay scale of Rs.15500-30000 and Rs.19675-30765 to the Joint

Director and Director of Insurance respectively on par with their counter parts in the Directorates of Treasuries and Accounts and Economics and Statistics.

The post of Joint Director is filled in by promotion from the category of Deputy Director and the post of Director is filled in by promotion from the category of Joint Director.

The pay scales of the Director and Joint Director of Government Life Insurance Department and the Directorates of Treasuries and Accounts and Economics and statistics from time to time are as under:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Joint Director of APGLI	--	--	5040-8700	9600-16525	14600-29250
Joint Director of Economics and Statistics	1500-2100	2690-4440	5390-8980	10250-17050	15500-30000
Joint Director of Treasuries and Accounts	--	--	5390-8980	10250-17050	15500-30000
Director of Insurance	1500-2100	3090-5140 (Spl. Pay merged)	6150-9820	11650-18625	18025-30765
Director of Treasuries and Accounts	1700-2250	3090-5140	6610-9820	12550-18625	19675-30765
Director of Economics and Statistics	1800-2350	3090-5140	6610-9820	12550-18625	19675-30765

As may be seen there from above chart, the Joint Director and Director of Economics and Statistics and Treasuries and Accounts have been drawing higher pay scales than the Joint Director and Director of Insurance from inception.

The Commission sees no reason to disturb the earlier relativities and accordingly assign corresponding scales of Rs.25600-50560 and Rs.31550-53060 to the Joint Director and Director of Insurance respectively.

ACCOUNTS AND AUDIT DEPARTMENTS

General

The Finance Department regulates Government expenditure through the following Heads Departments under its control:

Director of Treasuries and Accounts
Director of State Audit
Pay and Accounts Office (Hyderabad)
Director of Works and Projects

The Directorates of Treasuries and Accounts and Pay and Accounts Office (Hyderabad) regulate the expenditure of Government Departments through pre audit with reference to the proper sanction, Budget provisions, propriety etc. The Director of State Audit audits the accounts of Local Bodies, Universities, Endowments, Charitable Institutions and other autonomous institutions that receive grant in aid from the Government.

The Director of Works and Accounts audits accounts of works maintained by the Divisions of respective Engineering Departments i.e., Irrigation (which includes Major, Medium & Minor), Roads & Building, Public Health, National Highways, Port department, Panchayat Raj, Forest and Corporations.

The functioning of each department is narrated before discussing the requests of various categories of the above departments.

18 (c). TREASURIES AND ACCOUNTS DEPARTMENT

Established in 1958, the Department is undergoing many structural and functional changes. The Department consists of two wings viz., Treasuries and Accounts.

The following are the Treasury functions:

- a) Receipt of Government Money through challan
- b) Regulation of Government expenditure
- c) all receipts and payments to quasi and non government departments
- d) payment of all kinds of pension of both State and Central Government
- e) custody of valuable stamps
- f) Maintenance of Accounts, GPF A/Cs of about one lakh class-IV Employees
- g) maintenance of Accounts New contributory pension scheme

The officers and staff of the Account Branch are deputed to various Directorates. They advise the Directorates on financial matters and ensure financial propriety. The Assistant Accounts Officers/ Accounts Officers in many offices officiate as Drawing and Disbursing Officers.

The Senior Accountant in Treasury wing is promoted as Sub Treasury Officer, and thereafter as Assistant Treasury Officer whereas the Senior Accountants in Accounts Wing is promoted as Junior Accounts Officer and thereafter as Assistant Accounts Officer. Both the wings are integrated at this level and appointment to the post of Assistant Director/Accounts Officer is by promotion from the category of Assistant Treasury Officer/ Assistant Accounts Officer.

Government prescribed Treasuries and Accounts Service Examination for appointment to the category of Senior Accountant by promotion from the Category of Junior Accountant . Direct recruit Senior Accountants and Assistant Treasury Officers have to pass the test during the period of probation.

The requests for the revision of pay scales of the various posts in the Department are examined below:

Office Sub-ordinates	:	Rs.3850-8600
No. of Posts	:	727
Shroffs/Cashier	:	Rs.4370-9775
No. of Posts	:	371

It is represented that the category of Office Sub Ordinate is a class IV post and is included in the common category. The grievance is that in addition to the normal duties attached to this post in other department, the Office Subordinate in the Treasuries and Accounts Department discharges specialized duties such as opening of stamp packets, collection of vouches and accounts, packing them sub account wise and proper delivery to the Accountant General's Office and stitching of currency bundles. Hence it is requested to assign a higher pay scale of Rs.4050-9050.

In the case of Shroff, it is represented that he discharges a wide variety of duties apart from the routine disbursement of pay and allowances in other departments. These include maintenance work relating to stamps, worth crores of rupees and preparation of monthly stamps account and plus and minus memos. In times of emergencies, he also attends to the duties of other Accountants. He is also required to furnish a F.G. Bond for transactions as this involves considerable risk and strain. Further they have to put in extra hours. It is requested to assign a higher pay scale of Rs.4595-10285 and besides sanctioning of special pay of Rs.300/- p.m. in view of heavy responsibilities and great personal risk.

The post of Office Subordinate is filled by direct recruitment. The qualification is a pass in VII class.

The post of Shroff / Cashier is filled by transfer of Record Assistant, Roneo Duplicator Operator, Xerox Operator or Lift Operator. If no person is available for appointment by transfer the post is filled by Direct recruitment. The qualification for Direct Recruitment as well as by transfer is General Education qualification viz., 10th class.

This category of Office Subordinate is governed by the Andhra Pradesh Last Grade Service and the Shroff is governed by Andhra Pradesh General Subordinate Service. Both the categories are in Common category.

The Commission is convinced that the duties attached to these posts are not necessitating unique skills. The Commission sees no reason to give a special dispensation to these categories by segregating them from the Common category. As such the pay scales assigned to the post of Office Subordinate and Shroff / Cashier under Common Category apply to these categories also.

Junior Accountant / Typists /		
LD Steno	:	Rs.4825-10845
No. of posts	:	1078
Senior Accountant/Senior Steno/		
Lady Commissioner	:	Rs.6195-14175
No. of posts	:	1986

The Andhra Pradesh Treasuries Services Association has represented that the Junior Accountant deals with a number of important items including cheques and bills, challans of various departments. He also attends to the Computer work such as data entry preparation of daily sheets, monthly Accounts.

The Senior Accountant is an important and a pivotal post. He is next in command to the Sub-Treasury Officer and carries special duties and responsibilities. He is also Double Lock Officer who is in charge of second set of strong Room keys & is responsible for the contents of the strong room, viz. cash, stamps, safe custody articles like election boxes, question papers of Government examinations etc., maintenances of Treasury Accounts Register, Budget control registers, computer work and also exercises checks on the bills presented by the Drawing Officer with reference to various codes & Manuals and also prepares monthly accounts. Government in G.O. Ms. No. 268, Finance (Administration I) Department dated 27.10.2007, prescribed the qualifications of Office Automation, PC Maintenance and Web Designing for appointment to the post of Senior Accountant. Hence the Association requested to assign the higher pay scale of Rs.5750-13030 to the Junior Accountant/Typist and Rs.6675-15500 to the Senior Accountant.

The category of Junior Accountant is filled in by direct recruitment, and by transfer from the category of Shroff/ Attenders of the department. The qualification prescribed for direct recruitment is Intermediate and pass in any one of the following Computer courses examination conducted by Board of Technical education & Training, A.P., Hyderabad. (a) pass in automation (b) PC Maintenance and Trouble Shooting (c) Web Designing and must have passed Accounts test for subordinate officers Part I & II to get promotion as Senior Accountant.

The post of Senior Accountant is to be filled in by Direct Recruitment and passes a degree in Economics/Commerce/Mathematics and by promotion from the Junior Accountant / Typist./L.D. Steno.

The Pay scales of the Junior and Senior Accountants from time to time are as indicated below:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Junior Accountant	90-192	250-430	450-700	910-1625	1745-3420	3290-6550	4825-10845
Senior Accountant	140-280	310-560	550-900	1100-2050	2195-4560	4190-8700	6195-14175

From the inception, the Junior Accountant and Senior Accountant are on par with the Junior Assistant and Senior Assistant except in 1978 Pay Revision in which the Junior Accountant and Senior Accountant were one stage above the Junior Assistants and Senior Assistants. The Pay Revision Commissioner, 1986 improved pay scales of the Junior Assistants and Senior Assistants by two stages and the pay scales of the Junior Accountant and Senior Accountant by one stage. Thus, the Junior Accountant and Senior Accountant are equated with the Junior Assistant and Senior Assistant. The successive Pay Revision Commissioners maintained that parity. Of late, the office automation is the order of the day and the use of computer is common. Prescription of few computer programmes is not valid ground to assign higher pay scales than their counterparts under Common category deviating from the well established parities.

The Commission sees no reason to disturb the existing parity and accordingly assigns the scale of Rs. 8440-24950 to the Junior Accountant and Rs.10900-31550 to the Senior Accountant on par with Junior Assistant and Senior Assistant respectively.

The request for sanction of Special Allowance is dealt with in the relevant chapter of the Volume-I.

**Sub Treasury Officer/
Junior Accounts Officer** : **Rs.8385-19125**
No. of posts : 740

It is represented that the Sub Treasury Officer/Junior Accounts Officer is the initial Gazetted Officer in the Department as in the case of Section Officer in Secretariat. The Junior Accounts Officer acts as Head of the Section whereas the Sub Treasury Officer heads the section in the District Treasury Office, Divisional Sub Treasury Offices and is the head of the Office in the Sub Treasury. This post was declared as Gazetted in G.O.Ms.No.32, Finance & Planning (Finance Wing .Administration I) Dept.,

dated 29-1-1994. The duties and responsibilities attached to the Sub Treasury Officer are wide and he has to pre audit the claims of all the Government Offices at Taluk level. The Sub-Treasury Officer besides audit, also attends to other activities such as revenue collection, accounting of security deposits, ways and means advances, keeping the Government articles under safe custody, maintenance of strong room, pension payments and such other important duties assigned by the Government from time to time, like collection of Employees data etc. Hence it is requested to assign a higher pay scale on par with Section Officer of Rs.9285-21550 and sanction of special pay of Rs.750/- P.M.

The post of Sub Treasury Officer and Junior Accounts Officer is to be filled in by promotion from the category of Senior Accountant.

The pay scale of the Sub Treasury Officer/Junior Accounts Officer from time to time is as indicated below:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
200- 400	430- 800	700- 1200	1330- 2630	2600- 5580	5000- 10600	8385- 19125

The post of Superintendent in the Andhra Pradesh Treasury and Accounts Subordinate Service was re-designated as Junior Accounts Officer. Both the posts of Sub Treasury Officer and Junior Accounts Officer used to be on par with Superintendent till the last Pay Revision. The Pay Revision Commissioner, 2005 keeping in view that the category is Gazetted improved the pay scale of this category by one stage.

The Commission is of the view that no further improvement is necessary and accordingly, assigns the corresponding scale of Rs.14860-39540.

The request for sanction of Special Allowance is dealt with in the relevant chapter of the Volume-I.

Special Category Stenographer : Rs.8385-19125
No. of posts : 1

The Commission notices that the Special Category Stenographer along with Junior Accounts Officer/Sub Treasury Officer has been allowed the pay scale of Rs.8385-19125. The Special Category Stenographer as a matter of fact should carry the pay scale of Rs.7770-18575 under common category. The Commission accordingly assigns the pay scale as applicable to the Special Category Stenographer under Common Category.

Assistant Treasury Officer/ Assistant Accounts Officer	:	Rs.9285-21550
No. of posts	:	283

It is requested to assign the pay scale of Rs.23600-56050 to the Assistant Accounts Officer/Assistant Treasury Officer, Assistant Pension Payment Officer/Assistant Lecturer. It is also requested to upgrade the posts of Assistant Treasury Officer/Assistant Accounts Officer to that of Assistant Director/Accounts Officer and to create the posts of Assistant Director at District level.

The post of Assistant Treasury Officer/Assistant Accounts Officer is to be filled in by direct recruitment and by transfer from the category of Junior Accounts Officer/Sub Treasury Officer. For Direct recruitment, the qualification is Graduation. The post under direct recruitment is filled in through Group I competitive examination conducted by the Andhra Pradesh Public Service Commission.

The Pay scale of this category from time to time is as indicated below:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
300- 600	530- 1050	800- 1450	1550- 3050	3110- 6380	5980- 12100	9285- 21550

The Commission feels there is no need to improve the pay scale and accordingly assign a corresponding scale Rs.16150-42590 for this category.

The requests of upgradation and creation of posts do not come under the purview of the Commission. The other requests on Medical Reimbursement, Leave Travel Concession, Automatic Advancement Scheme, Tour TA and pensions are dealt in the relevant chapters in Volume I.

Assistant Director/Accounts Officer/ Pension Payment Officer/ Lecturer.	:	Rs.10285-24200
No. of posts	:	31

It is requested to assign the DA merged pay scales of Rs.25090-59600 to the Assistant Director/Accounts Officer/ District Treasury Officer/Pension Payment Officer/Lecturer. Parity is sought for the post Assistant Director /Accounts Officer/Pension Payment Officer with the Deputy Collector.

The post of Assistant Director/Accounts Officer is to be filled in by promotion from the category of Assistant Treasury Officer/Assistant Accounts Officer. The pay scale of this category from time to time is as under:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
400-800	700-1200	1050-1600	1980-3680	3640-7580	6950-14425	10285-24200

Comparison of Assistant Director/Accounts Officer/Pension Payment Officer with the Deputy Collector is not correct as the duties and responsibilities of the compared are vast.

Considering the work load and increasing load due to payments for various categories of employees of the Local Bodies and the introduction of an element of pre audit, there is a need for improvement of scale. The Commission, therefore assigns the scale of Rs.19050-45850 corresponding to Rs.10845-25600.

Deputy Director/ Chief Accounts Officer	:	Rs.12385-27750
No. of posts	:	32
Joint Director	:	Rs.15500-30000
No. of posts	:	6
Additional Director	:	Rs.18025-30765
No. of posts	:	1
Director	:	Rs.19675-30765
No. of posts	:	1

It is requested to assign the DA merged pay scale of Rs.34150-69450 to the Deputy Director/ Chief Accounts Officer, Rs.36350-71700 to the Joint Director, Rs.42400-71700 to the Additional Director and Rs.49550-71700 to the Director. It is requested to equate the posts of the Joint Director, Additional Director and Director with the Deputy Secretary to Government, Joint Secretary to Government and Additional Secretary to Government respectively.

The post of Deputy Director/Chief Accounts Officer is to be filled in by promotion from the category of Accounts Officer/Chief Accounts Officer. The post of Joint Director is to be filled in by promotion from the category of Deputy Director. A post of Additional Director was created vide G.O. Ms.

No.161, Finance (SMPC) Department dated 07-07-2007. The post of Additional Director is to be filled in by promotion from the category of Joint Director. The posts of District Treasury Officers were upgraded to that of Deputy Director and some of posts of District Treasury Officers are continuing in the category of Assistant Director only. The Department is showing the posts of District Treasury Officer along with the Accounts Officer and Assistant Director. The Commission finds that the Service Rules are not update. The Service Rules still contain many categories which are not now in existence. The Commission feels that there is imminent necessary to update the Service Rules. The Department may take it up on top priority.

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

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Deputy Director/ Chief Accounts Officer	700-1100	850-1425	1300-1900	2410-4050	4400-8700	8400-16525	12385-27750
Joint Director	-	-	-	-	5390-8980	10250-17050	15500-30000
Additional Director	-	-	-	-	-	-	18025-30765
Director	1150-1600	1300-1800	1700-2250	3090-5140	6610-9820	12550-18625	19675-30765

Comparison with the categories of the Secretariat is not appropriate. However, the Commission feels that there is a need to improve the pay scale of the Director and accordingly assigns the scale of Rs.37600-54360. The other categories continue in the Corresponding scales.

18 (d). PAY AND ACCOUNTS OFFICE

General

The of Pay and Accounts Office came into existence with effect from 1-10-1971 taking over the pre audit functions from the Accountant General, Andhra Pradesh, Hyderabad. The Pay and Accounts Officer is the Head of the Department and functions under the control of the Finance Department. Besides pre audit of the claims of the State Government establishments situated in the Twin Cities of Hyderabad and Secunderabad, the Pay and Accounts Officer regulates the pay and allowances of All India Service Officers and Hon'ble Judges maintains their Service Registers. He also maintains the details of Group Insurance Schemes and General Provident Fund Accounts of Class IV employees. There are four Branches in the Twin Cities and they are headed by the Deputy Pay and Accounts Officers and one Branch in the office of the Resident Commissioner of Andhra Pradesh at New Delhi. New Delhi establishment is headed by Pay and Accounts Officer in the cadre of Assistant Pay and Accounts Officer. At Head Office, the Pay and Accounts Officer is assisted by Joint Pay and Accounts Officer, Deputy Pay and Accounts Officer, Assistant Pay and Accounts Officer and other Ministerial Staff.

The Pay and Accounts Office Employees' Association represented that the nature of work is arduous and requires pre audit skills acquaintance with the finance rules etc.,

The requests for assigning higher pay scales to various categories are examined below:

Office Sub-Ordinates	:	Rs.3850-8600
No. of Posts	:	40
 Shroffs/Cashier	 :	 Rs.4370-9775
No. of Posts	:	1
 Typist	 :	 Rs.4825-10845
No of Posts	:	20
 Assistant Auditor	 :	 Rs.4825-10845
No. of posts	:	72
 Auditor	 :	 Rs.6195-14175
No. of post	:	335

Superintendent : **Rs.7770-18575**
No. of Posts : **66**

It is represented that the Superintendent is the basic unit head assisted by Auditors, Assistant Auditors and the other ministerial staff. The duties and responsibilities of the Superintendent are pre-audit work of claims keeping in view the codal rules, SLO postings, Fly leaf entries. He is to ensure that the claims are in accordance with rules/executive instructions. The work is of an arduous nature when compared to the work of similar categories in other departments like Treasuries and Accounts, State Audit etc. Hence it is requested to assign a higher pay scale of Rs.9285-21550 on par with Section Officer of Secretariat and to confer Gazetted status. Further it is represented to change the nomenclature of the post of Superintendent as Junior Pay & Accounts Officer.

It is requested to assign the higher scales (mentioned in brackets) to the other Non Gazetted:

Category	Pay Scale	Special Pays
	(Rs.)	
Office Subordinate	4050-9050 (8640-27740)	
Shroff/Cashier	4595-10285 (9740-32190)	
Typist	5750-13030 (12400-40790)	
Assistant Auditor	5750-13030 (12400-40790)	300/-
Auditor	6675-15500 (14410-48770)	500/-
Superintendent	9285-21550 (20000-67670)	750/-

(The pay scales in Brackets are DA merged Pay Scales)

All these posts are covered under Common Categories. The Commission sees no reason to delink these from the Common Categories and to allow special dispensation. The recommendations in respect of Common Categories apply to the office Subordinate, Shroff/Cashier/Typist.

For Assistant Auditor and Auditor, the Commission assigns the pay scales of Rs.8440-24950(Rs.4825-10845) and Rs.10900-31550(Rs.6195-19125) respectively. In the case of Superintendent the Commission assigns the scale of Rs.14860-39540 on par with Superintendents under Common Category.

The request for sanction of special pays is dealt with separately under relevant chapter in volume-I.

The change of nomenclature does not come under the purview of the Pay Revision Commission. On conferring Gazetted status, the request is examined under the relevant chapter in Volume – I of the report.

Assistant Pay and Accounts Officer	:	Rs.10285-24200
No. of posts	:	15
Deputy Pay and Accounts Officer	:	Rs.12385-27750
No. of posts	:	6
Joint Pay and Accounts Officer	:	Rs.15500-30000
No. of posts	:	2

It is requested to assign special scales & Special Pays as indicated below:-

Category	Pay Scale	Special Pay
	(Rs.)	
Assistant Pay and Accounts Officer	14600-29250 (31220-76130)	900/-
Deputy Pay and Accounts Officer	16925-30765 (36250-76130)	--
Joint Pay and Accounts Officer	18025-30765 (38470-76130)	--

(The pay scales in Brackets are DA merged Pay Scales which are sought for)

The post of Assistant Pay and Accounts Officer is filled by promotion from the category of Pay and Accounts Superintendents in the A.P. Pay and Accounts Officers Subordinate Service or by appointment by transfer of Section Officer, Private Secretary to Secretary to Government in the Finance Department. The post of Deputy Pay and Accounts Officer is filled by promotion from the category of Assistant Pay and Accounts Officer. The post of Joint Pay and Accounts Officer is filled by promotion from the category of Deputy Pay and Accounts Officer.

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

Category	1978	1986	1993	1999	2005
	(Rs.)				
Assistant Pay and Accounts Officer	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200
Deputy Pay and Accounts Officer	1300-1900 1250-1800	2410-4050	4400-8700	8400-16525	12385-27750
Joint Pay and Accounts Officer	--	--	--	--	15500-30000

The existing parity is with the Assistant Director, Deputy Director and Joint Director of Treasuries and Accounts. The Commission maintains the existing relativities and parities.

Accordingly, the Commission assigns the following scales to these categories:

Assistant Pay and Accounts Officer	:	Rs.19050-45850 (Rs.10845-25600)
Deputy Pay and Accounts Officer	:	Rs.21820-48160 (Rs.12385-27750)
Joint Pay and Accounts Officer	:	Rs.27000-51760 (Rs.15500-30000)

Pay and Accounts Officer : Rs.16925-30765

No. of posts : 1

It is represented that the Pay and Accounts Officer deals with pre audit claims of 1200 Drawing and Disbursing Officers of various State Government Departments. In addition to the pre audit, he regulates the pay and allowances of All India Service Officers, Hon'ble Judges of Andhra Pradesh High Court and Members of the Andhra Pradesh Administrative Tribunal, Non Cadre Heads of Departments and maintains Group Insurance Scheme of All India Services Officers duly acting as Drawing Officer for the Scheme, maintains General Provident Fund Accounts of Class IV employees. As Head of Department he is drawing lower scale when compared to other Heads of Departments under the control of Finance. It is requested to equate the post with the other Heads of Departments. It is also requested to re-designate the post as "Director, Pay and Accounts".

The post of Pay and Accounts Officer is filled by promotion from the category of Joint Pay and Accounts Officer and by appointment by transfer from the category of Deputy Secretary to Government, Finance Department.

The pay scale of the post and the comparable posts from time to time are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Pay and Accounts Officer	--	1200-1800	1600-2200	2880-4930	5770-9260	10950-17575	16925-30765
Director of Treasuries and Accounts	1150-1600	1300-1800	1700-2250	3090-5140	6610-9820	12550-18625	19675-30765
Director of State Audit	750-1200	1000-1550	1600-2200	3090-5140	6150-9820	11650-18625	18025-30765
Director of Works Accounts	--	--	--	--	--	11650-18625	18025-30765

As may be seen from the above, the Pay and Accounts Officer is always drawing a lesser scale than the Director of Treasuries and Accounts, Director of Works Accounts and Director of State Audit. The Anomalies Committee recommended the pay scale of Rs.18025-30765, an improvement by one stage which was not accepted by Government.

Keeping in view the varied duties and responsibilities and other developments such as creation of post(s) of Joint Pay and Accounts Officer, the Commission assigns the pay scale of Rs.31550-53060 (Rs.18025-30765) to the Pay and Accounts Officer.

Change of nomenclature does not come under the purview of the Pay Revision Commission.

18 (e). STATE AUDIT DEPARTMENT

General

This Department originally known as Local Fund Audit Department was renamed as State Audit Department on 8-9-2000. The main function of the Department is to audit the accounts of Local Bodies of Panchayat Raj and Urban Local Bodies in the State. Besides, it audits the accounts of other institutions such as Universities, Temples including Tirumala Tirupathi Devasthanam, Residential Educational Institution Societies, Zilla Grandhalaya Samsthas etc. The other functions of the Department include settlement of the audit objections, issue of surcharge service and authorization of Pensionary Benefits to Class-IV employees including Police Constables, Excise Constables and Forest Guards, Administration of Family Benefit Fund, and Group Insurance Scheme to all Teaching and Non Teaching employees of Local Bodies besides Certification of Accounts.

The Director is Head of the Department. At Regional Level, the Deputy Director and at the District level, the District Audit Officer carry out the functions of this Department.

The Department imparts training to the Direct Recruits at State Audit Department wing located in the Dr. MCR HRD Institute. The duration of the training is one year for the Assistant Audit Officers and four months for Senior Auditors and others. The training consists of both theory and practicals. For appointment to the post of Senior Auditor by promotion the Local Fund Audit Departmental Test is prescribed. For appointment to the post of Assistant Audit Officer by promotion Sub Ordinate Accounts Service Examination is prescribed. The direct recruit Senior Auditors and Assistant Audit Officers will have to pass certain tests during the period of probation, which are equal to SAS Test prescribed for Auditors in the office of the Accountant General.

The requests for the revision of pay scales of the various categories in the Department are examined below:

Junior Auditor	:	Rs.4825-10845
No. of posts	:	384
Senior Auditor	:	Rs.6195-14175
No. of posts	:	995

The Andhra Pradesh State Audit Employees Association has represented that the Junior Auditor conducts the audits of the accounts of Gram Panchayats, temples independently, assists the Assistant Audit

Officers and attends to the establishment work as also the treasury work. Thus, the functions of a Junior Auditor are more complex than the functions of a Junior Assistant in other departments. The duties are more or less equivalent to that of Senior Auditor. Hence it is requested to assign the higher pay scale of Rs.6195-13945 and sanction of Special Pay of Rs.300/-p.m.

It is further represented that the Senior Auditor is competent to conduct detailed audit of accounts of the institutions coming under the purview of the State Audit including Audit and expenditure. In addition, the Senior Auditor assists the District Audit Officer, in authorizing the pensionary benefits of the Class-IV employees of the Government Departments, Police constables, Local Body employees, issue of letter of Authority to the Panchayat Raj local body employees for the payment of salaries. It is requested to assign the higher pay scale of Rs.7770-18575 and sanction of Special Pay of Rs.350/-p.m.

The category of Junior Auditor is filled in by direct recruitment, by transfer from the category of Typist/Junior Stenographers and by promotion from the category of Record Assistant and Office Subordinates of the department. The qualification prescribed for direct recruitment is Intermediate or its equivalent with preference to those who pass Intermediate vocational course with Office Assistantship and Accounting and Taxation. The qualifications for other method of recruitment are five years of service and minimum general educational qualifications.

The post of Senior Auditor is filled by Direct Recruitment and by promotion from the category of Junior Auditor, Typist and Junior Stenographer. The qualifications for Direct Recruitment is Degree in Commerce or Economics or Mathematics.

The Pay scales of the Junior and Senior Auditors from time to time are as indicated below:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Junior Auditor			450-700	910-1625	1745-3420	3290-6550	4825-10845
Senior Auditor	140-280	310-560	550-900	1100-2050	2195-4560	4190-8700	6195-14175

The 1986 Pay Revision Commissioner equated the Junior Auditor and Senior Auditor with the Junior Assistant and Senior Assistant of Andhra Pradesh Ministerial Service and the successive Pay Revision Commissioners

maintained that parity. In fact, no anomaly has been brought out and the request is for up-gradation of the scale.

The Commission sees no reason to disturb the existing parity and accordingly assigns the scale of Rs.8440-24950(Rs.4825-10845) to the Junior Auditor and Rs.10900-31550(Rs.6195-14175) to the Senior Auditor on par with Junior Assistant and Senior Assistant respectively.

The request for sanction of Special Allowance is dealt with in the relevant chapter of the Volume-I.

Assistant Audit Officer : **Rs.9285-21550**
No. of posts : 283

It is represented that the post of Assistant Audit Officer is a divisional level post and he is the first level Gazetted Officer. He initiates the audit of all institutions including Zilla Parishad, Urban Local Bodies, Agriculture Market Committees etc. He supervises the work of all Auditors. He has to update knowledge in various codes, Accounts, Engineering etc. and he should be aware of all the new schemes that are being implemented by the Government. It is requested to assign the pay scale of Rs.10285-24200 to the Assistant Audit Officer.

The post of Assistant Audit Officer is filled by direct recruitment and by transfer from the category of Senior Auditor. For Direct recruitment the qualification is Graduation. The post under direct recruitment is filled in through Group I competitive examination conducted by the Andhra Pradesh Public Service Commission.

The Pay scale of the Assistant Audit Officer from time to time is as indicated below:

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Assistant Audit Officer	225-450	480-900	750-1300	1550-3050	3110-6380	5980-12100	9285-21550

The Assistant Audit Officer (formerly District Inspector of Local Fund Audit) used to carry a scale which was one stage lower than the Assistant Treasury Officer/Assistant Accounts Officer of Treasuries and Accounts Department till 1978 Pay Revision. The Pay Revision Commissioner, 1986 equated the category of Assistant Audit Officer with the Assistant Accounts Officer/Assistant Treasury Officer. The successive Pay Revision Commissions maintained that parity.

Keeping in view the earlier parities, the Commission assigns the pay scale of Rs. 16150-42590 on par with Assistant Treasury Officer/Assistant Accounts Officer.

Audit Officer : **Rs.10285-24200**
No. of posts : 68

It is represented that the Audit Officer is a District level officer. He convenes the meetings of the District level Committee constituted to settle the audit objections. He authorizes pensionary benefits to the Last Grade employees in Government Officers, employees of Local Bodies and Residential Educational Societies. The pay scale assigned to this category is lower than that of his counterparts in the District. This has an effect on the conduct of audit without fear or favour as the scale of the Audit Officer is less than the pay of his counterpart say Chief Executive Officer of Zilla Parishad. Further the Special Grade scale of the Assistant Audit Officer and the scale applicable to promotion post of District Audit Officer are the same viz., Rs.10285-24200. It is therefore requested to assign the pay scale of Rs.12385-24715.

The post of Audit Officer is filled by promotion from the category of Assistant Audit Officer.

The pay scale of the Audit Officer from time to time is as shown below:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200

The Audit Officer/Assistant Examiner of Accounts is on par with the Assistant Director/Accounts Officer from the inception. As regards comparison with the Chief Executive Officer, the District Audit Officer does not supervise the work of the Chief Executive Officer but audits the accounts of Zilla Parishad. The Chief Accounts Officer is not subordinate to the District Audit Officer. Claiming a higher pay scale on the plea that Head of the institution for which audit is conducted is carrying a higher pay scale is not a valid argument.

The Commission recognizes the crucial role played by the Audit Officer in conducting audit that calls for special skills and the increasing workload associated with clearance of pension papers of a number of employees.

Keeping this in view, the Commission assigns the pay scale of Rs.19050-45850 (Rs. 10845-25600)

Deputy Director : **Rs.12385-27750**
No. of posts : 30

It is represented that the Deputy Director is a Regional Officer and his jurisdiction is three to five districts. He supervises the audit of the institutions coming under his purview of the State Audit in this region. He surcharges the major local body institutions and imparts training at Zonal level to the audit staff for capacity enhancement. The Deputy Director is comparable with the Superintending Engineer in status who is Regional Officer in the Engineering Department and assists the Chief Engineer in Technical and administrative matters. It is requested to assign the scale of Rs.14035-25965 (Revised as Rs.14600-29250 by One Man Commission).

The post of Deputy Director is filled by promotion from the category of Audit Officer.

The pay scale of the Deputy Director of State Audit from time to time has been as follows:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
600-1000	850-1425	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750

Comparison with the Superintending Engineer is not correct as the duties are altogether different. The pay scale of the Deputy Director of State Audit (then Deputy Examiner of Local Fund Audit) was lower than the pay scale of the Deputy Director of Treasuries and Accounts in 1969 Pay Revision. The Pay Revision Commissioner, 1974 equated the both the Deputy Directors and the successive Pay Revision Commissioners maintained that parity.

The Commission sees no reason to deviate and accordingly, assigns the scale of Rs.21820-48160 on par with the Deputy Director of Treasuries and Accounts

Director : **Rs.18025-30765**
No. of posts : 1

The Director is the Head of the Department. He oversees, supervises and guides the employees of Department. He advises the Government, Commissioner and Director of Municipal Administration and Commissioner

of Panchayatraj and Rural Employment in the financial matters of Local Bodies. He also advises the Commissioner of Endowments and Tirumala Tirupathi Devasthanams. He consolidates the Audit Report and Review Report on accounts of the Local Bodies and presents before the State Legislature as is being done by the Accountant General in respect of State Government accounts. It is requested to assign the pay scale of Rs. 21310-30765 (Rs.21550-30765 as Revised by One Man Commission).

The post of Director is filled by promotion from the category of Deputy Director.

The pay scale of the Director of State Audit from time is as shown below:

1969	1974	1978	1986	1993	1999	2005
(Rs.)						
750- 1200	1000- 1550	1600- 2200	3090- 5140	6150- 9820	11650- 18625	18025- 30765

In 1969 and 1974 Pay Revisions the Director of State Audit was in lower scale by two stages than the pay scale of the Director of Treasuries and Accounts. The 1978 Pay Revision Commissioner improved the pay scale of the Director of State Audit by one stage and the 1986 Pay Revision Commissioner equated the pay scales of the Director of State Audit and the Director of Treasuries and Accounts. The 1993 Pay Revision Commissioner assigned a lower pay scale to the Director of State Audit by one stage than the pay scale of the Director of Treasuries and Accounts. The successive Pay Revision Commissioners maintained that relativity.

The structure of the Department is peculiar and beyond the Deputy Director, there is only Director of State Audit who is the Head of the Department. There are a number of institutions with huge financial resources whose accounts are audited. There is definitely need for building up a hierarchy consisting of Joint Directors, Additional Directors. While some of the Additional and Joint Directors can exercise administrative and technical control over the kind of audit done by the subordinate staff, others can directly be involved in conducting audit of institutions incurring huge expenditure.

We are also concerned that there is no follow up on the Audit Reports. We suggest that Legislature Committees may go into these reports with the help of the Director of State Audit. This will improve not only the quality of Audit but also greater adherence to rules by the Local Bodies. We believe that

the full benefit can be obtained from this Department only when the above suggestions are seriously considered and implemented.

The Commission keeping in view the number of institutions under the purview of the State Audit Department and that it also audits the Receipts of the institutions (the other audit departments audit only claims of expenditure) assigns the pay scale of Rs.34050-54360. This is an improvement by one stage.

19 (a). WORKS & ACCOUNTS DEPARTMENT

The State Government took over the establishment of Divisional Accounts Officers from the of Accountant General, in the year 1980. The Deputy Secretary to Government Finance Department in charge of the expenditure of Public Works used to be Ex Officio Director of Works and Accounts. A separate Directorate was formed and the Andhra Pradesh Works Accounts Service was constituted vide G.O.Ms.No.86, Finance Department, dated 22-5-1998. The Service comprises of Divisional Accounts Officer Grade-II, Divisional Accounts Officer Grade-I, Pay and Accounts Officer/Assistant Financial Advisor, Joint Director and Director of Works Accounts. The Directorate of Works Accounts ensures effective financial discipline in the Works Accounts that are operated by the Divisions of respective Engineering Departments., Irrigation, R & B, Public Health, Forest and Port Department. The Divisional Accounts Officers in the Divisions advise the Executive Engineers on the financial matters.

The Director is Head of the Directorate of Works and Accounts. He monitors the Works Accounts Expenditure by extending the Pay and Accounts Office System to all Engineering Departments, non-engineering departments and Corporations executing the works in the State. He is assisted by the Joint Directors of Works Accounts, at Regional Level, Pay & Accounts Officers at District Level and Divisional Accounts Officers at Divisional level.

The Direct Recruit Divisional Accounts Officers Grade II are to undergo one year training before getting regular posting and have to pass the Divisional Test during the period of probation. For appointment by transfer, the pass in the Divisional Test is a pre condition.

The Andhra Pradesh State Divisional Accounts Officer (Works) Association on behalf of all the categories stated that the audit of works besides normal pre audit of claims, includes scrutiny of tender documents agreements etc. Further they attend to the time bound work of reconciliation of accounts, preparation of monthly accounts, inform the Government of the payments and liabilities on works for regulation of Ways and Means and for ensuing proper realization of statutory and non statutory recoveries. There is abnormal increase in the work load with the Government taking up programmes like Jalayganam with the introduction of new concepts like Engineer Procurement Construction (EPC), Build Operate and Transfer (BOT) necessitating constant updation of knowledge.

The requests for the revision of pay scales of the various posts in the Department are examined below:

Junior Assistant	:	Rs.4825-10845
No. of posts	:	182
Senior Assistant	:	Rs.6195-14175
No. of posts	:	461
Superintendent	:	Rs.7770-18575
No. of posts	:	140

It is requested to assign the higher pay scales of Rs.7200-16925, Rs. 7770-18575 and Rs.8815-20300 to the Junior Assistant and Senior Assistants and Superintendents respectively. It is also stated that the Sub Treasury Officer, Assistant Registrar of Co-operative Societies (formerly Co-operative Sub Registrar) and Superintendent in the Transport Department were drawing equal scale of pay on par with Superintendent of Works Accounts till 1999 Pay Revision. These categories were assigned a pay scale of Rs.8385-19125 in 2005 Pay Revision whereas the Superintendents were assigned a corresponding scale of Rs.7770-18575. It is requested to confer Gazetted status to the Superintendent. In another representation, it is requested to re-designate the posts of Junior Assistant, Senior Assistant and Superintendent as Junior Accountant, Senior Accountant and Junior Accounts Officer and to assign the pay scales of Rs.6195-14175, Rs.7770-18575 and Rs.11755-26300 respectively.

No anomaly is pointed out nor comparison is drawn with any other category. The request is to assign higher pay scales. It is an indirect request for up gradation of posts. These posts are governed by the Andhra Pradesh Ministerial Service Rules along with similar categories in other departments. These categories come under Common Category. The Commission sees no reason to distinguish these posts from the Common Category by allowing special dispensation. The recommendations in respect of these categories under Common Categories apply for these categories also.

The requests for up-gradation and declaring the posts as Gazetted are dealt with separately.

The request for sanction of Special Allowance is dealt with in the relevant chapter of the Volume-I.

Divisional Accounts Officer		
Grade II	:	Rs.8385-19125
No. of posts	:	327

Divisional Accounts Officer		
Grade I	:	Rs.9285-21550
No. of posts	:	103

It is represented that the Divisional Accounts Officers discharge multifarious duties. He is an internal auditor as well as Financial Advisor to the Executive Engineer in Divisions. In 1986 Pay Revision, the Divisional Accounts Officer Grade II was on par with the Assistant Treasury Officer and the Divisional Accounts Officer Grade I was one stage above the Assistant Treasury Officer Grade I. In 1993 Pay Revision, the pay scale of Divisional Officer Grade II was one stage lower than the pay scale of the Assistant Treasury Officer. In 2005 Pay Revision, the post of Divisional Accounts Officer Gr.II is assigned a pay scale on par with the Sub Treasury Officer and the Divisional Accounts Officer Grade I is assigned the pay scale on par with the Assistant Treasury Officer. It is requested to assign the pay scale of Rs.10285-24200 to the Divisional Accounts Officer Grade II and Rs.11755-26300 to the Divisional Accounts Officer Grade I.

The post of Divisional Accounts Officer Grade II is filled by direct recruitment and by transfer / promotion from among the Superintendents working in the Circle Offices of Roads and Buildings, Irrigation including Major Projects, P.H. Engineering and Panchayat Raj Engineering Department and offices of Directors of Accounts of the Project. If there are no qualified Superintendents these can be filled from among the Senior Assistants working in the Offices of Directors of Accounts of the Projects and Senior Assistants working in the accounts branches of the Public Works Divisions (Roads and Buildings, Irrigation Branch) including Major Projects, Public Health Engineering Department, Panchayat Raj Engineering Department and A.P. Port Department. The qualifications for Direct Recruitment is a Second Class Degree in Arts/Commerce/Science.

The post of Divisional Accounts Officer Grade I is to be filled in by promotion from Divisional Accounts Officer Grade II.

The pay scales of the Divisional Accounts Officer Grade II and Divisional Accounts Officer Grade I from time to time are as indicated below:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Divisional Accounts Officer Grade II	750-1300	1550-3050	2930-5960	5640-11300	8385-19125
Divisional Accounts Officer Grade I	800-1450	1810-3230	3310-6840	6350-13000	9285-21550

The Commission keeping in view the duties and responsibilities attached to these posts as well the time old relativities and equations improves the pay scale of these categories by one stage and accordingly, assigns the pay scale of Rs.15280-40510 to the Divisional Accounts Officer Grade II and Rs.18030-43630 to the Divisional Accounts Officer Grade I.

**Assistant Pay and Accounts Officer/
Accounts Officer** : **Rs.10285-24200**
No. of posts : 17

**Pay and Accounts Officer/
Chief Accounts Officer /
Assistant Financial Advisor
(Finance & Planning (Projects
Wing) Department)** : **Rs.12385-27750**
No. of posts : 19

**Joint Director of Works
Accounts** : **Rs.15500-30000**
No. of posts : 8

Director of Works Accounts : **Rs.18025-30765**
No. of posts : 1

It is represented that the status of Director of Works Accounts used to be on par with the Director of Treasuries and Accounts and was in the rank of Joint Secretary to Government. The Joint Director /Deputy Financial Advisor was in the rank of ex officio Deputy Secretary to Govt. It is requested to assign the following Pay scales:

Assistant Pay and Accounts Officer/
Accounts Officer : Rs.13390-28500

Pay and Accounts Officer/
Chief Accounts Officer /
Assistant Financial Advisor
(Finance & Planning
(Projects Wing) Department) : Rs.15500-30765

Joint Director of Works Accounts : Rs.18025-30765

Director of Works Accounts : Rs.21550-30765

The post of Assistant Pay and Accounts Officer is filled by promotion from the category of Divisional Accounts Officer Grade I. This can also be filled by transfer from the category of Section Officer Finance and Planning (Projects Wing) Department, from the existing Superintendents in the Accounts Organization of the Projects. The post of Pay and Accounts Officer/Chief Accounts Officer/ Assistant Financial Advisor is filled by promotion from the category of Assistant Pay and Accounts Officer / by transfer from the category of Accounts Officers/ District Treasury Officers of Treasuries and Account Service. The post of Joint Director is filled by promotion from the category of Pay and Accounts Officer and by transfer from the category of Assistant Secretary to Government Finance Department. The post of Director is filled by promotion from the category of Joint Director.

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

Category	1986	1993	1999	2005
Assistant Pay and Accounts Officer	1980-3500	3640-7580	6950-14425	10285-24200
Pay and Accounts Officer/ Chief Accounts Officer/ Assistant Financial Advisor (Finance & Planning (Projects Wing) Department)	2410-4050	4400-8700	8400-16525	12385-27750
Joint Director of Works Accounts (Formerly Director of Works & Accounts)	2690-4440	5390-8980	10250-17050	15500-30000
Director	--	--	11650-18625	18025-30765

The existing parity is with the Assistant Director, Deputy Director and Joint Director of Treasuries and Accounts. Before formation of a separate Directorate, the Deputy Secretary to Government in Finance Department looking after Expenditure Sections used to be the Ex Officio Director of Works Accounts. Depending upon the administrative convenience, the Joint

Secretary to Government or Additional Secretary to Government used to look after the Expenditure Sections of Works Accounts and they officiated as Directors of Works Accounts. After formation a separate Directorate, the Director is assigned the pay scale by drawing parities and relativities. It is not a valid reason to seek higher scale.

The Commission keeping in view the relativities and parities assigns the following pay scales:

Assistant Pay and Accounts Officer Accounts Officer	:	Rs.19050-45850 (Rs.10285-24200)
Pay and Accounts Officer/ Chief Accounts Officer/ Assistant Financial Advisor Finance (Projects Wing) Department	:	Rs.21820-48160 (Rs.12385-27750)
Joint Director of Works and Accounts	:	Rs.27000-51760 (Rs.15500-30000)
Director	:	Rs.31550-53060 (Rs.18025-30765)

20 (c). INFORMATION AND PUBLIC RELATIONS DEPARTMENT

The Department acts as a bridge between the State Government and citizens of the State. It creates awareness among all sections of the people on Government policies, plans and programmes and gives feed back to the Government . As part of this the Department operates its multi-media systems for effective publicity and performs a signal service.

The Department is headed by the Commissioner who is assisted by Director, Additional Directors, Chief Information Engineer, Joint Directors, Deputy Directors, Regional Information Engineers, Assistant Directors and other staff members. .

The Department has six Regional Offices located at Visakhapatnam, Vijayawada, Ongole, Kadapa, Warangal and Hyderabad. Regional Deputy Directors are located here. Government have recently issued orders in G.O. Ms. No. 272, Finance (SMPC) Department dated 09-11-2009, upgrading the posts of Regional Deputy Directors as Regional Joint Directors. The Regional Officers control and supervise the functions of the District Public Relations Officers, Assistant Directors of State Information Centres located at Visakhapatnam, Vijayawada, Rajahmundry, Tirupati, Tirumala, Kurnool and Warangal and 8 Assistant Project Officers of Special Publicity Cells (ITDA).

The field units of Information Engineering Wing of the Department have 3 Regional Offices, each headed by Regional Information Engineer. These are located at Visakhapatnam, Ongole and Hyderabad. They supervise the functions of 24 Deputy Executive Information Engineers in their respective jurisdictions.

The requests for the revision of pay scales of the various posts in the Department are examined below:

B.T. Attender	:	Rs.3850-8600
No. of Posts	:	100

It is represented that the job of B.T. Attenders was to assist the Assistant Engineers to replace the batteries of community radio sets provided in the rural areas. The TV sets replaced the community radios and now there is no need to change of batteries. At present the services of BT Attenders are being utilized for repairing the community TV sets, assisting the video cameramen and in assisting the Assistant Executive Information Engineers in taking care of the Public Address System. Their request is to treat their case as a special case and re-designate BT Attender as Technical Assistant.

This post is a last grade service post. The post is to be filled in by direct recruitment and the qualification is a pass in Seventh class.

No specific relief is sought except re-designation of the post as Technical Assistant.

Re-designation of the post does not fall within the terms of reference of the Pay Revision Commission. However, the Commission suggests the Department may examine the request of the B.T. Attender for re-designation.

The Commission assigns the corresponding scale of Rs.6700-20110(Rs.3850-8600) to this category.

Divisional Public Relations

Officer	:	Rs.8385-19125
No. of Posts	:	76

The request is to assign the pay scale of Rs.9285-21550 Divisional Panchayat Officer on the following grounds:

1. The Divisional Public Relations Officer is an intermediary category between Assistant Public Relations Officer and District Public Relations Officer. The Divisional Public Relations Officer is the basic and grass root level officer of the Department
2. The Divisional Public Relations Officer takes the various developmental and welfare programmes of the Government to the Public and transmits the public opinion about various welfare schemes/programmes/policies in the shape of Feed back reports to the Government for corrections and amendments.
3. The Divisional Public Relations Officer covers the programmes all VVIPs/VIPs in the Division.
4. The Divisional Public Relations Officer is Head of the office and exercises administrative control over Publicity Assistants, Typist and Office Sub-ordinates.

The post of Divisional Public Relations Officer is filled by promotion from the category of Assistant Public Relations Officer/Sales Assistant.

The pay scales of the Divisional Public Relations Officer and Divisional Panchayat Officer from time to time are as under:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Divisional Public Relations Officer	750-1300	1330-2630	2600-5580	<u>5000-10600</u> 5300-11300*	8385-19125
Divisional Panchayat Officer	750-1300	1550-3050	2930-5960	5640-11300	<u>8385-19125</u> 9285-21550*

*improved by the Anomalies Committee, 2008.

Keeping in view the improvement made by the Anomalies Committee 2003 and the nature and functions of Divisional Public Relations Officer the Commission feels that the existing scale is adequate. So, the corresponding scale of Rs.14860-39540(Rs.8385-19125) is assigned.

Librarian Grade I : **Rs.9285-21550**
No. of Posts : 1

It is represented that the post of the Librarian Grade I is similar to that of Gazetted Librarian in the Department of Public Libraries and Librarian of Degree Colleges in Higher Education. It is requested to assign the pay scale of Rs.10285-24200 on par with the above cadres.

The mode of recruitment is by transfer from the category of Librarian Gr. II of the Andhra Pradesh Information Subordinate Service. The post of Librarian Grade II is filled by Direct Recruitment or by transfer from the category of Senior Assistant of the Andhra Pradesh Ministerial Service. The qualifications are a Degree and a Degree or Diploma in Library Science. The Gazetted Librarian has always been in the higher pay scale. The qualifications for the post of Librarian in the Degree Colleges are higher.

Category	1969	1974	1978	1986	1993	1999	2005
	(Rs.)						
Librarian Grade I	300-600	530-1050	800-1450	1550-3050	3110-6380	5980-12100	9285-21550
Gazetted Librarian in Public Libraries Department	400-800	600-1100	900-1500	1810-3230	3640-7580	6950-14425	10285-24200

Similar plea was placed before the earlier Pay Revision Commission which was not accepted keeping in view the parities and relativities in the earlier Pay Revisions.

The Commission is of the view that the existing parities are based on sound logic and need no interference. Accordingly the commission assigns corresponding scale of Rs.16150-42590(Rs9285-21550).

Chief Information Engineer : **Rs.15500-30000**
No. of Posts : 1

The request is to assign the pay scale of Rs.18025-30765 on par with the Superintending Engineer on the following grounds :-

1. The Chief Information Engineer is Head of the Technical Wing of the Department assisting the Commissioner/Director of Information and Public Relations in technical activities of Print and Electronic Media.
2. The Chief Information Engineer assists the Commissioner / Director to procure electronic equipment.
3. The Chief Information Engineer coordinates with the Radio and TV channels in broadcast/telecast of Dial Your C.M. on live telecast of the programmes of the Chief Minister and other programmes of VIP/VVIPs.
4. The Chief Information Engineer monitors, executes and controls coverage of Government programmes.
5. The Chief Information Engineer maintains AV equipments and electronic equipment.
6. There is parity among the categories at every lower level from the category of Assistant Executive Information Engineer to the Regional Information Engineer with that of Assistant Executive Engineer to the level of Executive Engineer. But such parity does not exist at the level of Chief Information Engineer level.

This post of Chief Information Engineer is filled by promotion from the category of the Regional Information Engineer who is in the category of Executive Engineer.

The pay scales of Chief Information Engineer and Superintending Engineer (in works Departments) from time to time are mentioned below:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Chief Information Engineer	1500-2100	2690-4440	5390-8980	10250-17050	15500-30000
Superintending Engineer	1700-2250	2880-4930	5770-9260	10950-17575	18025-30765

Although there is a parity in the scales assigned to the Information Engineers with those of Engineering cadres in the Engineering Departments upto the level of Executive Engineer cadre, the Commission has to take into account, not only the qualifications but also the responsibilities assigned to the post. The nature of the duties performed by Superintending Engineer in a regular circle is different from the tasks assigned to the Chief Information Engineer. The Department has two wings, one dealing with Public Relations and a technical wing both accountable ultimately to the Head of the Department.

The Commission, in order to maintain relative position among the two wings of the Information and Public Relations Department i.e., Press and Publicity Wing and Technical Wing recommends to assign the pay scale of Rs. 29200-53060 corresponding to the pay scale of Rs.16925-30765 to the category of Chief Information Engineer, which is presently in the pay scale of Rs.15500-30000.

**20 (f). RESIDENT COMMISSIONER, GOVERNMENT OF
ANDHRA PRADESH, NEW DELHI**

Head Butler : **Rs.4050-9050**
No. of Posts : 1

It is represented that the Head Butler in Andhra Bhavan be equated with that of Head Butler in Rajbhavn on plea that the Head Butler caters to the dignitaries like His Excellency Governor, , Hon'ble Ministers including Chief Minister, Speaker, learned Judges including Chief Judge during their stay at Andhra Bhavan. Thus, the Head Butler of the Andhra Pradesh Bhavan is not inferior to that of Head Butler in Rajbhavan.

In G.O. Ms. No. 920 General Administration (GH I) Department dated 10.8.1981, orders were issued upgrading one post of Butler in the Andhra Pradesh Bhavan to that of Head Butler in the Andhra Pradesh Bhavan. The upgraded post used to carry the Central Pay Scale of Rs.225-308.

On extension of State Pay Scales to the Staff of the Andhra Bhavan, the post of Head Butler was assigned the pay scale of Rs.1475-2675 Rs.2750-5150 in 1999 and Rs.4050-9050 in the Revised Pay Scales, 1993, 1999 and 2005 respectively.

The post of Head Butler is filled by promotion from the category of Butler as in the case of Head Butler in Rajbhavan. However, the qualifications prescribed for the Butler in Rajbhavan are higher than the qualifications prescribed for the post of Butler in Andhra Pradesh Bhavan, New Delhi.

Since this is a promotion post from the category of Butler the Commission assigns the pay scale of Rs.7520-22430 corresponding to the pay scale of Rs.4260-9520 to the category of Head Butler, which is presently in the pay scale Rs.4050-9050.

Administrative Officer : **Rs.8815-20300**
No. of Posts : 1

It is represented to assign the pay scale of Rs.9285-21550 to the Administrative Officer on par with Assistant Accounts Officer and Protocol Officer.

As per orders issued in G.O. Ms. No.100, General Administration (GH I) Department dated 07-04-2004, one post of Reception Officer and Protocol Officer in the pay scale of Rs.5980-12100 and one post of Superintendent in the pay scale of Rs.5000-10600 have been upgraded to that of Assistant Commissioner. Vide G.O. Ms. No. 196, Finance (SMPC)

Department, dated 18-8-2005 one post of Protocol Officer in the pay scale of Rs.5980-12100 and one post of Assistant Reception Officer in the pay scale of Rs.5000-10600 were created suppressing the posts Telex Operator, Steward Assistant, Cabinet Maistry, Butler and Scavenger. One vacant post of Assistant Commissioner has been downgraded to that of Administrative Officer in the pay scale of Rs.8815-20300 vide G.O. Ms. No. 71, General Administration (GHI) Department, dated 13-02-2007.

The post of Assistant Accounts Officer is filled by drafting the Assistant Audit Officer in the State Audit Department So, the incumbent carries the pay scale as applicable to that post in his parent department. The duties of Assistant Accounts Officer are different from the duties of Protocol Officer and Administrative Officer.

The post of Administrative Officer is an upgraded post of Superintendent as evident from the orders issued in G.O. Ms. No.100, General Administration (GH I) Department dated 07-04-2004. The upgraded posts of Superintendents which have been re-designated as Administrative Officers in Departments like Transport Department have been assigned the pay scale of Rs.8385-19125. In various other Heads of Departments, the post of Administrative Officer is in the scale of Rs.8385-19125. The Commission accordingly, in order to maintain uniformity in the pay scales of Administrative Officers in the State Government, assigns the scale of Rs.14860-39540 corresponding to the pay scale of Rs.8385-19125 to the category of Administrative Officer (Future Entrant). The pay of the existing incumbent is protected by allowing the pay scale of Rs.15280-40510 corresponding to the pay scale of Rs.8815-20300.

The other proposals such as allowing Leave Travel Concession once a year, revision of rates of compensatory allowances like Delhi Allowance, Deputation Allowance and City Compensatory Allowance have been dealt with under the relevant chapters in Volume I of the Report.

**20 (g). INSTITUTION OF ANDHRA PRADESH LOK AYUKTA
AND UPA LOK AYUKTA**

Assistant Section Officer : **Rs.6675-15500**
No. of posts : **7**

This post is on par with the Assistant Section Officer in the Secretariat. The Commission improved the pay scale of Assistant Section Officer in the Secretariat. The Commission continues the parity and assigns the pay scale of Rs.12910-36700 (Rs. 7385-17475) to Assistant Section Officer of the Andhra Pradesh Lok Ayukta and Upa Lok Ayukta against the existing scale of Rs.6675-15500.

P.A. to Lok Ayukta
P.A. to Upa Lok Ayukta
P.A. to Registrar : **Rs.9285-21550**
No. of posts : **4**

These categories are on par with the Court Masters, Personal Secretaries to Hon'ble Judges and Secretary to Registrar of the Andhra Pradesh High Court.

The Commission improved the pay scale of the Court Masters/Personal Secretaries to Judges of the Hon'ble AP High Court and Court Masters and Personal Assistant of Andhra Pradesh Administrative Tribunal. Maintaining the existing parity, the Commission assigns the pay scale of Rs.19050-45850(Rs.10845- 25600) to the PA to Lok Ayukat/PA to Upa Lok Ayukta and PA to Registrar as against the pay scale of Rs.9285-21550.

The parity with the Court Masters/Personal Secretaries to Judges of the Hon'ble A.P. High Court is continued and the parities with other categories is severed hence forth.

Section Officer : **Rs.9285-21550**
No of posts : **3**

These posts are on par with Court Officer and Section Officer of the Hon'ble Andhra Pradesh High Court. The Commission improved the pay scale of the Court Officer and Section Officer of the Hon'ble Andhra Pradesh High Court.

The Commission maintaining the existing parities assigns the pay scale of Rs.18030-43630 (Rs.10285-24600) to the Section Officers as against the pay scale of Rs.9285-21550.

Assistant Registrar	:	Rs.12385-27750
No.of posts	:	2

This post is on par with the Assistant Secretary to Government in the Secretariat and Assistant Registrar of the Andhra Pradesh High Court. The Commission improves the pay scale of the Assistant Secretary to Government. The Commission continues the parity and assigns the pay scale of Rs.23650-49360 (Rs.13390-28500) to this category.

19 (h). PROTOCOL DEPARTMENT

General

The Department of Protocol was formed way back in the period of H.E. Nizam of erstwhile Hyderabad State to look after the arrangements of the Nizam's Royal family, his officials and the British employees. At that time, the Department was called Amera. At the time of formation, the Department was headed by Director. However, the post was downgraded to that of Assistant Controller due to reduction of visits of VVIPs and VIPs during later days of regime of Nizam. After formation of Andhra Pradesh, there is considerable increase in the official visits of VVIPs, VIPs and foreign delegates to the State Capital of Hyderabad. The Department was renamed Government House Department to observe the traditional courtesies and to cater to the needs of V.I.Ps. like from H.E. Governor, Hon'ble Chief Minister, Ministers, Chief Secretary, Judiciary of A.P. and visiting dignitaries, delegates of various countries and States, besides looking meeting the catering needs of Rajbhavan and Chief Minister's Camp Office. The Department has been renamed as Department of Protocol in the year 1995. During the last 10 years there is a considerable spurt in the visits of VVIPs, VIPs and foreign dignitaries to our State. Government established Guest Houses like Lakeview, Dilkusha, Greenland, Anandanilayam, Manjeera, Katriya De-Royal to provide hospitality to the distinguished guests. Besides maintaining these guest houses, the Department mans the International Airport Protocol Cell.

The following are the categories and pay scales.

Steward Grade II	:	Rs.4260-9520
No. of posts	:	4
 Steward Grade I	 :	 Rs.4825-10845
No. of posts	:	1
 Head English Cook	 :	 Rs.5200-11755
No. of posts	:	1
 Head Moghalai Cook	 :	 Rs.5200-11755
No. of posts	:	1

While requesting for improvement of the pay scales of all the categories in the Department, it is represented that Cook in Protocol Department shows all his culinary talents in preparing a variety of items

according to the tastes of the VVIPs. These relate to South Indian, North Indian, English, Chinese, Mughalae and Continental varieties in addition to Hyderabadi specialties. Their services are being utilized even outside city whenever dignitaries like President of India, Vice President of India, Prime Minister, Chief Minister visit the State. It is requested that Cooks working in the Protocol Department be treated as technical staff as is done in private sector duly changing their designation as Cheffs. The Cooks in the Protocol Department should not be equated with Cooks working in Social Welfare institutions, Hospitals and other departments, as the latter prepare normal dishes. It is requested to assign a higher pay scale of Rs.5470-12385 which is one stage above the existing scale with a Special Pay of Rs.1000/- per month, Conveyance Allowance of Rs.1500/- per month sanction of Uniform Allowance of Rs.1000/- per month are also sought.

It is stated that the employees of the Department have to forego personal life and comforts. They work round the clock, very often foregoing public holidays and family events. The total working hours are more than the working hours of any other departmental staff. But, in terms of pay and allowances they are not being remunerated properly.

Table Servant	:	Rs.3850-8600
No. of posts	:	10
Head Farrash	:	Rs.3850-8600
No. of Posts	:	2
Mate	:	Rs.3850-8600
No. of Posts	:	18
Butler	:	Rs.3950-8815
No. of posts	:	17
Junior Hindu Cook	:	Rs.4260-9520
No. of posts	:	14
Assistant English Cook	:	Rs.4260-9520
No. of posts	:	2
Assistant Mughalai Cook	:	Rs.4260-9520
No. of posts	:	2

The pay scales of the above categories of Cooks, butlers etc., from time to time are as mentioned below.

Category	1993	1999	2005
	(Rs.)		
Mate/Table Servant/Head Farrash	1375-2375	2550-4550	3850-8600
Butler	1425-2525	2650-4850	3950-8815
Assistant English Cook	1535-2840	2870-5470	4260-9520
Assistant Mughalai Cook/ Junior Hindu Cook	1535-2840	2870-5470	4260-9520
Steward Grade II / Steward Assistant	1535-2840	2870-5470	4260-9520
Daroga	1535-2840	2870-5470	4260-9520
Steward Grade I / Steward	1745-3420	3290-6550	4825-10845
Head English Cook/ Head Mughalai Cook	1875-3750	3550-7150	5200-11755

The comparison of pay scales of these categories with their counterparts in Raj Bhavan and Andhra Pradesh Bhavan, New Delhi are as under:

Category	Department of Protocol	Raj Bhavan	A.P. Bhavan, New Delhi
	(Rs.)		
Head Cook (English/Mughalae / Hindu)	5200-11755	4825-10845	--
Asst. Cooks (English/Moghalai and Junior Hindu Cook)	4260-9520	4050-9050	4050-9050
Head Butler	--	4825-10845	4050-9050
Butler	3950-8815	4050-9050	3950-8815
Steward Grade I / Steward	4825-10845	6195-14175	6195-14175
Steward Grade II / Steward Assistant	4260-9520	--	4825-10845

According to the service rules the Head Cooks are promotional posts for the category of the Assistant Cooks. The qualification prescribed for Assistant Cooks is experience in cooking in a reputed hotels or boarding houses.

The post of Butler is filled in by promotion from the category of Table Servant with three years service. The qualification prescribed for Table Servant is Sixth Class.

The Commission takes note of the importance attached to the Protocol Department. The Commission, is convinced that these Cooks can not be compared with normal Cooks in other Departments.

The qualifications prescribed for the above categories in the above three departments are more or less same. The Rules for this department are framed long back. The academic and technical qualifications prescribed for these posts are not high. But the duties of the above categories in the above three departments need special skills and expertise. The existing incumbents no doubt acquired these skills through their experience though they do not possess the qualifications prescribed in the Rules. Therefore, the Commission feels that there is an imminent need to update the rules prescribing higher professional qualifications to deliver better services.

For the present the Commission keeping in view the qualifications prescribed in the existing rules, recommends the following scales.

Head Cook (English/Mughalai)	:	Rs.10020-29200 (Corresponding to Rs.5750-13030)
Steward Grade I	:	Rs.9460-27700 (Corresponding to Rs.5470-12385)
Assistant Cook (English, Mughalae and Junior Hindu Cook)	:	Rs.7960-23650 (Corresponding to Rs.4595-10285)
Steward Grade II	:	Rs.7960-23650 (Corresponding to Rs.4595-10285)
Butler	:	Rs.7100-21250 (Corresponding to Rs.4050-9050)

Daroga	:	Rs.7960-23650 (Corresponding to Rs.4595-10285)
Mate / Table Servants / Head Farrash	:	Rs.6700-20110 (Corresponding to Rs.3850-8600)

The requests for Special Pays and other allowances are dealt with under the relevant chapters in Volume I.

The Commission notes that the qualifications prescribed and the duties and responsibilities for similar categories in the Raj Bhavan and Andhra Pradesh Bhavan are more or less same and so the Commission feels that it is desirable to assign the Uniform scales to all these categories. So, the above observations and recommendations will apply to similar categories in Raj Bhavan and Andhra Pradesh Bhavan.

Driver (L.V.)	:	Rs.4595-10285
No. of posts	:	73
Senior Driver (LV)/Driver (H.V.)	:	Rs.5200-11755
No. of posts	:	2

The Drivers of the Protocol Department represent that they may be assigned higher pay scales on the plea that they attend to VVIPs and foreign dignitaries round the clock. Thus, their duties and responsibilities are different than the duties of their counterparts in other departments.

The Pay Revision Commissioner, 2005 has observed that these categories are presently covered under common categories and recommended for continuing the existing parities. Accordingly he recommended the scale of Rs.4595-10285 and Rs.5200-11755 for the above two categories respectively as in "Common Categories".

The Commission sees no reason to deviate from the recommendations of the earlier Pay Revision Commissioner. The Commission recommends continuing these categories under "Common Categories".

Senior Care Taker	:	Rs.5200-11755
No. of posts	:	3

The request is for a higher pay scale on account of the sensitive duties concerning the VIPs.

The post of Senior Care Taker is filled by promotion from the category of Steward Grade I and the qualifications are a pass in S.S.C., Craft Certificate in restaurant and counter service from recognized institutes with one year experience.

The pay scales of this post from time to time are as under:

1986	1993	1999	2005
(Rs.)			
950-1670	1745-3420	3550-7150	5200-11755*

*In the last Pay Revision, in the Department Schedule, the post is said to have been included under Common Category but it is not included. Thus the post carries only corresponding scale.

The Commission recommends improvement in the pay scale to the Steward Grade I. Keeping in view the revision of the pay scale of the feeder category, the Commission assigns the pay scale of Rs.10900-31550 corresponding to Rs.6195-14175 to the category of Senior Care Taker, which is presently in the pay scale of Rs.5200-11755.

Superintendents : **Rs.7770-18575**
 No. of posts : 4

The request is to assign a higher pay scale on the ground that the Superintendent attends to VIP duties as and when needed.

The post is filled in by promotion from the category of Senior Assistants. It is quite common that the Superintendent of the Ministerial service attends to other departmental activities in case of need in addition to the normal duties. This is not a ground to allow a higher pay scale.

Accordingly, the Commission is of the view that this be continued under Common Category. The recommendations on Superintendent under Common Category apply to this post.

Protocol Officer : **Rs.7770-18575**
 No. of posts : 4

It is represented that the Protocol Officer receives, accompanies and sees off the VVIPs, VIPs, foreign delegations etc. He coordinates various protocol arrangements liaises with the high officers during the visits of VVIPs and VIPs. He mans round the clock protocol cell at international airport

The post of Protocol Officer is filled by promotion from the category of Senior Assistants / Senior Accountants.

Tahsildar / Mandal Revenue Officer carrying the pay scale of Rs. 9285-21550 is the Protocol Officer in the districts. The Protocol Officer in the Andhra Pradesh Bhavan carries the pay scale of Rs.9285-21550.

The Commission is fully convinced that the duties of the Protocol Officer are more onerous and responsible. Keeping in view the onerous duties and responsibilities, the Commission equates the post with the Protocol Officer in the Andhra Pradesh Bhavan and accordingly assigns the pay scale of Rs.16150-42590 Corresponding to Rs.9285-21550.

Assistant Accounts Officer	:	Rs.9285-21550
No. of posts	:	1

The Assistant Accounts Officer is on par with Asst. Accounts Officers of Treasuries and Accounts Department. The post is generally filled in by drafting the personnel of as the Assistant Section Officers in the Finance Department or Asst. Accounts Officers of the T&A Service. The Commission therefore recommends the scale as applicable to Assistant Accounts Officers in the T&A Dept.

Assistant Director	:	Rs.9285-21550
No. of posts	:	4

It is stated that the Assistant Director, besides administrative work attends to various protocol duties round the clock including holidays, festivals. He is the first officials to receive the VVIPs who visit the State capital and therefore their services are very sensitive. They have to coordinate minute to minute programme as per the time schedule of VVIPs and VIPs. The request is for a higher pay scale.

This post is to be filled in by promotion from the Protocol Officer and Superintendents.

The details of the pay scale of this category from time to time are as mentioned below:

1974	1978	1986	1993	1999	2005
(Rs.)					
530-1050	800-1450	1550-3050	2930-5960 3110-6380*	5980-12100	9285-21550

*Improved by the Anomalies Committee,1995.

Similar representation was placed before the Pay Revision Commissioner, 2005 requesting a higher pay scale. The Pay Revision Commissioner 1999 recommended a corresponding scale keeping in view the enhancement of the scale of by the Anomalies Committee. The Pay Revision Commissioner, 2005 assigned the corresponding scale of Rs.9285-21550 taking into consideration the pay scale applicable to the feeder category i.e., Superintendents.

With due consideration of the duties attached to the post, the Commission recommends the pay scale of Rs.18030-43630 on par with Assistant Directors in other departments, which is corresponding to Rs.10285-24200 to the category of Assistant Director, is presently in the pay scale of Rs.9285-21550. These above recommendations also apply to the Assistant Comptroller in Raj Bhavan.

Deputy Director	:	Rs.12385-27750
No. of posts	:	3
Additional Director	:	Rs.14600-29250
No. of posts	:	3

It is represented that the Deputy Director supervises the work of the Assistant Director. He is to be very cautious while coordinating with other departments to make necessary arrangements at various functions / visits of VVIPs. He ensures success of the events / occasions that are planned.

The Additional Director is highest promotional post available to the departmental candidates. He receives the VVIPs who visit the State capital. He supervises the entire departmental functions.

The post of Deputy Director is filled by promotion from the category of Assistant Director. The post of Additional Director is to be filled in by promotion from the category of Deputy Director.

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

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Deputy Director	850-1425	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750
Additional Director	--	1500-2100	2690-4440	5040-8700	9600-16525	14600-29250

The Deputy Director is on par with Deputy Directors in other departments. He is, therefore, assigned corresponding scale. As regards Addl. Director, since this is the highest post the departmental officers can aspire for, he is assigned the pay scale of Rs.27000-51760 corresponding to Rs.15500-30000, which is presently in the pay scale of Rs.14600-29250.

**20 (i). SPECIAL COURT UNDER A.P. LAND GRABBING
(PROHIBITION) ACT**

Assistant Section Officer : **Rs.6675-15500**
No. of posts : **7**

This post is on par with the Assistant Section Officer in the Secretariat. The Commission improved the pay scale of Assistant Section Officer in the Secretariat. The Commission continues the parity and assigns the pay scale of Rs.12910-36700 (Rs.7385-17475) to the Assistant Section Officer of the Special Court Under A.P. Land Grabbing (Prohibition) Act.

**Private Secretary to
Chairman /
Personal Assistant
to Chairman and
Court Masters** : **Rs.9285-21550**
No. of posts : **4**

The Private Secretary to Chairman/Personal Assistant to Chairman of the Special Court under Land Grabbing (Prohibition) Act, represented that the Court Masters/Personal Secretaries to Judges of Hon'ble A.P. High Court and Court Master of Andhra Pradesh Administrative Tribunal approached the courts seeking the pay scale of Rs.10845-25600. The request is to extend the scale of Rs.10845-25600 to them also.

The Commission elsewhere in this report has assigned the pay scale of Rs.19050-45850(Rs.10845-25600) to the Court Masters/Personal Secretaries to Judges and Secretaries to Registrar of the Hon'ble AP High Court. Maintaining the existing parity, the Commission assigns the pay scale of Rs.19050-45850 (Rs.10845-25600) to the PS to Chairman and PA to Chairman and Court Master Special Court Under A.P. Land Grabbing (Prohibition) Act as against the pay scale of Rs.9285-21550.

The parity of Personal Secretary to Chairman, PA to Chairman and Court Masters in the Special Court Under A.P. Land Grabbing (Prohibition) Act with the Court Masters/Personal Secretaries to Judges and Registrar of the Hon'ble AP High Court is continued and the parities with any other category is severed hence forth.

Section Officer : **Rs.9285-21550**
No of posts : **3**

Court Officers : **Rs.9285-21550**
No. of posts : **4**

The Commission while maintaining the existing parities assigns the pay scale of Rs.18030-43630 (Rs.10285- 24200) to the Section Officers/ Court Officers as against the pay scale of Rs.9285-21550.

Assistant Registrar	:	12385-27750
No. of posts	:	2

This post is on par with the Assistant Secretary to Government in the Secretariat and Assistant Registrar of the Andhra Pradesh High Court. The Commission improves the pay scale of the Assistant Secretary to Government. The Commission continues the parity and assigns the pay scale of Rs.23650-49360 (Rs.13390-28500) to this category.

21 (a). HEALTH DEPARTMENT**&****21 (b). FAMILY WELFARE DEPARTMENT****Multi Purpose Health Assistant**

(Male/Female) : Rs.5200-11755
No. of Posts : 19,111

A.P. Public Health & Hospitals Employees Union and A.P. Multi Purpose Health Assistants & Health Supervisors (Male) Associations have stated that the duties of Multi Purpose Health Assistant (Male/Female) are prevention and control of communicable diseases, supervision of disinfected areas, immunization programs, family planning, child care and nutrition etc. It is requested for assigning a higher revised pay scale of Rs.16730-58280/- and also requested for change of designation as Assistant Health Officer.

The post of Multipurpose Health Assistant (Male & Female) is filled by direct recruitment. The qualifications prescribed for direct recruitment are Intermediate and Sanitary Inspector Training Course Certificate or a Certificate of Multipurpose Health Training Course or Certificate of Public Health and Sanitation Technology and Physical fitness for camp life.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Multi Purpose Health Assistant (Male/Female)	500-800	950-1670	1875-3750	3550-7150	5200-11755

As may be seen from the above statement, the Multi Purpose Health Assistant (Male/Female) was assigned corresponding pay scales from 1993 to 2005.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

The Re-designation of posts does not fall with in the purview of the Commission.

Considering the qualifications, duties and responsibilities the Commission recommends the scale of Rs.10020-29200 (Rs.5750-13030) as

against the existing scale of Rs.9200-27000 (Rs.5200-11755) an advancement by 2 stages.

Multi Purpose Health

Supervisor (Male/Female) : Rs.5750-13030
 No. of Posts : 4,540

A.P. Public Health & Hospitals Employees Union and A.P. Multi Purpose Health Assistants & Health Supervisors (Male) Associations have stated that the duties of Multi Purpose Health Supervisor (Male/Female) duties are to supervise the duties of 4-5 Multi Purpose Health Assistants. The Multi Purpose Health Supervisor (Male/Female) has to cover a population of nearly 30,000 and extend guidance to health workers etc. It is, therefore, requested for assigning higher pay scale of Rs.17770-60090/- respectively and also requested for change of designation as Deputy Health Officer.

The post of Multipurpose Health Supervisor (Male & Female) is filled by promotion from Multipurpose Health Assistant (Male & Female) with 3 years service and one must undergo a promotional training course conducted by the competent authority.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Multi Purpose Health Supervisor (Male/Female)	550-900	1050-1945	2075-4270	3950-8150	5750-13030

As may be seen from the above statement, the Multi Purpose Health Supervisor (Male/Female) was assigned corresponding pay scales from 1993, 1999 and 2005 Pay Revision Commissions.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

The request for Re-designation of posts as Deputy Health Officer does not fall with in the purview of the Commission.

Taking into account of duties and responsibilities and as this is a promotion post for Multi Purpose Health Assistant Rs.9200-27000(Rs.5200-11755), for whom the Commission recommended the scale of Rs.10020-29200(Rs.5750-13030), the Commission recommends the scale of Rs.11530-33200 (Rs.6505-15025) as against the existing scale of Rs.10020-29200 (Rs.5750-13030) an improvement by two stages.

Multi Purpose Health

Extension Officer	:	Rs.6505-15025
No. of Posts	:	1,507

Multi Purpose Health Extension Officer's & Community Health Officers Association, Hyderabad; A.P. Public Health & Hospitals Employees Union and A.P. Multi Purpose Health Assistants & Health Supervisors (Male) Association have stated that the duties of Multi Purpose Health Extension Officer are to maintain data on various items relating to women and child development, collect information on population, literacy levels etc. The Multi Purpose Health Extension Officer is also a member of the Mandal Health Committees and has to maintain liaison with the functionaries of the other departments and voluntary organizations organizing in addition to various communication programmes. The Multi Purpose Health Extension Officer functions under the supervision of District Extension and Media Officer.

The Multi Purpose Health Extension Officer's & Community Health Officers Association, Hyderabad has requested for assigning higher pay scale on par with Health Educator (General) Rs.8385-19125/-. The A.P. Public Health & Hospitals Employees Union has requested for assigning a higher revised pay scale with minimum of Rs.12370/- and the A.P. Multi Purpose Health Assistants & Health Supervisors (Male) Association has requested for assigning higher revised pay scale of Rs.20000-60070/-.

The post of Multipurpose Health Extension Officer is filled by promotion from Multipurpose Health Supervisor (Male) with 3 years service. The post of Health Educator (General) is filled by promotion from Multi Purpose Health Supervisor (Female) with Diploma in Health Education qualification, one must also have 3 years of regular service in the category of Multi Purpose Health Supervisor. If suitable candidate of Multi Purpose Health Supervisor category with 3 years regular service is not available, a total service of 5 years including service put in as Multi Purpose Health Assistant (Male and Female) shall be taken into consideration for promotion to the post of Health Educator (General). If even such candidate is not available, promotion is effected from the category of Multi Purpose Health Assistant (Male and Female) directly from those that have a Degree with Diploma in Health Education and a minimum service of five years in that post.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Multi Purpose Health Extension Officer	-	1150-2110	2315-4880	4430-9300	6505-15025
Health Educator (General).	600-1050	1150-2110	2315-4880	4430-9300	8385-19125
				4550-9600 (A.C)	
				6350-13000 (A.C)	

As may be seen from the above statement, Multi Purpose Health Extension Officer was assigned corresponding pay scales from 1993, 1999 and 2005 Pay Revision Commissions.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

The Re-designation of posts does not fall within the purview of the Commission.

The comparison with Health Educator (General) is not apt, as the qualifications are different. Further the Commission elsewhere in the Report recommended the scale of Rs.7200-16195 to the Health Educator for future entrants. Taking into consideration, the duties and responsibilities, the Commission recommends the scale of pay Rs.12550-35800 corresponding to Rs.7200-16925.

Community Health Officer : **Rs.8385-19125**
 No. of Posts : 506

Multi Purpose Health Extension Officer's & Community Health Officers Association, Hyderabad; A.P. Public Health & Hospitals Employees Union and A.P. Multi Purpose Health Assistants & Health Supervisors (Male) Association have represented that the duties of Community Health Officer are to assist the Medical Officer by taking necessary precautions for control of the communicable diseases. The Community Health Officer is located at Primary Health Centers. Community Health Officer visits schools, supervise and extend guidance on immunization programmes, family planning programmes etc.

The Multi Purpose Health Extension Officer's & Community Health Officers Association, Hyderabad has requested for assigning higher pay scale for Community Health Officer on par with Senior Entomologist Rs.9285-21550. The A.P. Public Health & Hospitals Employees Union has requested for assigning higher revised pay scale with a minimum of Rs.13670/- and the A.P. Multi Purpose Health Assistants & Health Supervisors (Male) Association has requested for assigning higher pay scale of Rs.21860-76130.

The post of Community Health Officer is filled by transfer from Multi Purpose Health Extension Officer, Mid-Wifery Tutor, Public Health Nurse and Assistant Superintendent in the Health Visitor Training Schools. The minimum qualification for this Community Health Officer is the qualification prescribed for feeder category. The qualifications are a pass in Intermediate and Sanitary Inspector Training Course Certificate or a Certificate of Multipurpose Health Training Course etc. The post of Senior Entomologist is filled by direct recruitment and by transfer from Entomological Assistants. The qualifications prescribed for direct recruitment are P.G. in Entomological Assistants Zoology.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Community Health Officer	800-1450	1380-2750	2930-5960	5640-11300	8385-19125
Senior Entomologist	-	-	3110-6380	5980-12100	9285-21550
				6350-13000 (A.C.)	

As may be seen from the above statement, Senior Entomologist is always drawing a higher scale of pay. The qualification for Senior Entomologist is higher than the qualifications prescribed for Multi Purpose Health Extension Officer. Comparison with Senior Entomologist is therefore not correct.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

The Re-designation of posts does not fall within the purview of the Commission.

Considering the qualifications, duties and responsibilities, the Commission assigns scale of Rs.15280-40510 (Rs.8815-20300.)

HIERARCHY
OF
COMMUNITY HEALTH OFFICER

M.P.H.A (M) – Rs.5200-11755
(Multi Purpose Health Assistant
(Male)



Promotion
M.P.H.S (M) – Rs.5750-13030
(Multi Purpose Health Supervisor)
(Male)



Promotion
M.P.H.E.O.- Rs.6505-15025
(Multi Purpose Health Extension
Officer)

M.P.H.A (F) – Rs.5200-11755
(Multi Purpose Health Assistant
(Female)



Promotion
M.P.H.S (F) – Rs.5750-13030
(Multi Purpose Health Supervisor)
(Female)



Promotion
PHN (NT) – Rs.7770-18575
(Public Health Nurse)
(Non Teaching)



Promotion
COMMUNITY HEALTH OFFICER - Rs.8385-19125

Health Visitor : **Rs.5750-13030**
No. of Posts :

Health Inspector : **Rs.5750-13030**
No. of Posts :

No representations has been made.

According to the Recruitment Rules, the post of Health Visitor can be filled by way of direct recruitment or by way of promotion from the category of ANMs. For direct recruitment one should have passed the minimum general educational qualification and c Midwifery training preferably with General Sick Nursing Nursing Training together with Health Visitors course at Delhi or at any Government training school for Health Visitors of A.P. and

a certificate of having passed the Health Visitors examination recognized by Government of A.P. For promotion one should have passed HSC and advanced course of training in Mid-wifery at the Government Hospitals for Women & Children of A.P. State and a pass in the examination in Mid-wifery.

The Commission has recommended the scale of Rs.5750-13030 for ANMs. As the post of Health Visitor is a promotion post for ANMs, the Commission recommends the scale of Rs.11530-33200 (Rs.6505-15025) as against the existing scale of Rs.5750-13030.

In the case of Health Inspector, the post is to be filled in by promotion from the various categories of Multi Purpose Health Assistants, Health Sub-Inspectors etc who are in the scale of Rs.5200-11755. The Commission has assigned the scale of Rs.5750-13030 for the above category. As the post of Health Inspector is a promotion post for Health Assistant, Health Sub-Inspector etc. The Commission recommends the scale of Rs.11530-33200 (Rs.6505-15025) as against the existing scale of Rs.5750-13030.

**Ophthalmic Assistant
(Ophthalmic Officer) : Rs.7770-18575**
No. of posts : 401

The A.P. Ophthalmic Officer Association has represented that the Ophthalmic Assistant (Ophthalmic Officer) duties and responsibilities include conduct of eye out-patient, treatment of eye ailments, routine diagnostic procedures, conduct of Refraction and prescription of spectacles at Public Health Centers. Arranging follow-up camps, and conducting training programmes etc., are part of the activities performed by them. They have therefore requested for assigning higher pay scale.

As per the Service Rules, the post of Ophthalmic Assistant now Ophthalmic Officer is filled by direct recruitment; the qualifications required are a pass in Intermediate and two years Diploma course conducted by the Regional Institute of Ophthalmology.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Ophthalmic Assistant (Ophthalmic Officer)	700-1200	1280-2440	2375-5040(P)	4550-9600(P)	7770-18575
			2195-4560(FE)	4190-8700(FE)	
				4550-9600(A.C)	

The post of Ophthalmic Assistant was first created in the scale of Rs.430-800 in RPS 1974. Subsequently, the PRC 1978 has assigned a pay scale of Rs.425-650 as by that time the post which were created in 1974 were not filled. The PRC 1986 had a thorough review of the pay scale assigned to the above post. The PRC 1986, in his report observed that while they are not fully qualified Doctors they are trained to treat minor eye ailment. Noting that the scale of pay Rs.425-650 assigned by the PRC 1978 is too low and that Refractionist whose basic qualification is Matriculation was assigned the scale of Rs.530-850, a scale of Rs.1010-1800 was assigned for the Ophthalmic Assistant. Subsequently, the Ophthalmic Assistant had represented to the Anomalies Committee and Recouping Committee who assigned a pay scale of Rs.1280-2440 for which the corresponding scale was Rs.700-1200. This is how the Ophthalmic Assistant tried to get the corresponding scale for the scale of Rs.430-800 which was originally assigned at the time of creation of post. By assigning the 1978 scale of Rs.700-1200 to the Ophthalmic Assistant equivalent to the 1974 Pay Scale of Rs.430-800, the post was equated with the post of Forest Range Officer, Inspector of Fisheries, Junior Lecturer, Asst. Public Prosecutor Grade – II, Sub Registrar Grade – I, A.C.T.O., S.T.O. and Dy. Tahsildar, whose qualifications and duties are not comparable, with the duties of Ophthalmic Assistant which is not justified on any count.

The PRC 1993 had gone into the issue in depth. He has observed that Nurses have complained that in spite of the superior qualification of 3 year Training in Nursing and arduous nature of the work, they were placed in a scale of Rs.1150-2110 in 1986, whereas the Ophthalmic Assistant who was originally in the scale of Rs.1010-1800 was elevated to the scale of Rs.1280-2440 though the duties of former are more rigorous. He has also observed that the Ophthalmic Assistant has now become measuring rod as there is no category which has not sought parity with them because of elevation. The PRC 1993 however placed the Nurses in the pay scale of Rs.2315-4880 and assigned a scale of Rs.2195-4560 for the future entrants with protection to the existing incumbents who were in the scale of Rs.2375-5040 to the Ophthalmic Assistant. It is worthwhile to mention the observation of the PRC 1993, “that after perusal of the file in which the post of Ophthalmic Assistant was created and noted that when the scale of Rs.430-800 was assigned under the 1974 pay scales, the service rules were not framed and the qualification were not prescribed”. Thus the inference is that the post was created without any Service Rules and it cannot be taken into consideration.

The PRC 1999 also assigned corresponding scale of Rs.4550-9600 as personal to the existing incumbents and Rs.4190-8700 for future entrants. But the Anomalies Committee 2003 / 04 had recommended the revised pay scale of Rs.4550-9600 and discarded the scale of Rs.4190-8700 which was

the scale extended to the future entrants. The report does not show any justification for arriving at the above conclusion. However, there is an observation made by the Committee that qualifications required are two years Diploma in the Regional Institute of Ophthalmology after Intermediate and keeping in view the similarly placed categories, the Committee of 2003-04 recommended revised pay scale of Rs.4550-9600 for this category. The above argument does not show any light on what prompted the Committee to discard the conclusion arrived at by PRC 1993 after a detailed examination.

The problem has been further compounded by the recommendations of PRC 2005. It is noteworthy to mention the observations of PRC 2005. "The duration of diploma for this course is only two years. Nature of duties are primarily on clinical side. Absolute parity with the Diploma holders in Engineering Department can not be given. However, there is a case to enhance their scale commensurate with their qualifications and nature of duties. The Commission recommends the scale of Rs.7770-17455".

As pointed out by the PRC 1993, the Ophthalmic Assistant has become the bench mark for the demand of the scale to other Para Medical staff both in Medical and Public Health Departments. The Ophthalmic Assistants have gone beyond the scale assigned to the Staff Nurses though the qualification prescribed for Ophthalmic Assistant and nature of duties are much less when compared to qualifications and duties and responsibilities of the Staff Nurses.

The reasons for assigning such a high scale are not on record. The Commission having gone through the entire issue is convinced that problem cannot be solved in assigning a higher scale to all other posts as it will create serious distortions in the entire pay structure of not only this department but will also have impact on the scales in the rest of the departments of the Government. Therefore, there is a need to rationalize the pay structure of the Ophthalmic Assistant and in the process, the Commission looked into the qualifications of various categories of Para Medical staff and supporting Lab Technicians, method of recruitment etc., and came to the conclusion that the appropriate scale for the Ophthalmic Assistant would be Rs.12550-35800 (Rs.7200-16925) to all future entrants while the existing incumbents who are in the scale of Rs.13660-38570 (Rs.7770-18575) will draw the corresponding scale as personal to them. The Commission also makes it clear terms that any interference with a particular pay scale would upset the equilibrium and it is hoped that the structure would be allowed to continue without further interference. The Commission came to know that the minimum educational qualifications prescribed for the Ophthalmic Assistant is S.S.C. followed by two years Diploma course as per the information raised by A.P. Para Medical Board.

Health Educator (General)	:	Rs.8385-19125
No. of Posts	:	150

It is represented that the duties of Health Educator's (General) are Organizing Health Education / Education and Media/Publicity activities, conduct of exhibitions, film shows etc., for bringing awareness on health promotion and control of diseases. It is requested for assigning higher pay scale of Rs.12370.

The post of Health Educator (General) is filled by promotion from Multi Purpose Health Supervisor (Male and Female) with Diploma in Health Education qualification and one must have put in 3 years of regular service in the category of Multi Purpose Health Supervisor. If suitable candidate of Multi Purpose Health Supervisor with 3 years regular service is not available, a total service of 5 years including service put in as Multi Purpose Health Assistant (Male and Female) shall be taken into consideration for promotion to the post of Health Educator (General). If even such candidate is not available, promotion is effected from the category of Multi Purpose Health Assistant (Male and Female) with the qualification of Degree and Diploma in Health Education and a minimum service of five years in that post.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Health Educator (General)	600-1050	1150-2110	2315-4880	4430-9300	8385-19125
				4550-9600 (A.C)	

* improved by Anomalies Committee

This post was in the Pay Scale of Rs.600-1050 in 1978, Rs.1150-2110 in 1986, Rs.2315-4880 in 1993 and Rs.4430-9300 in 1999 revisions. The pay scale of Rs.4550-9600 for those who possess the prescribed qualifications i.e. Degree with Diploma in Health Education was assigned by the Anomalies Committee 2004. The PRC 2005 while observing that the Health Educator (General) was assigned the lower scale than the Health Educator (Leprosy) as the prevalence of Leprosy has considerably come down. Consequently he came to the conclusion that the duties performed by the Health Educator (General), Health Educator (Leprosy) (now Deputy Health Education Officer) are similar. He accordingly recommended equal scale of Rs.8385-17905 to Health Educator (General) on par with Health Educator (Leprosy).

The Commission noticed that the Health Educator (Leprosy) is filled by promotion of Non-Medical Assistant (Leprosy). The post of Health Educator (Leprosy) is also filled by transfer of Non-Medical Supervisor

(Leprosy) and similarly the post of Non-Medical Supervisor (Leprosy) can also filled by transfer of Health Educator. Direct recruitment can be resorted to for filling vacancies of Non-Medical Supervisor (Leprosy) in case suitable candidates are not available by other methods and minimum qualifications prescribed are the same as those prescribed for Non-Medical Assistant. The Health Educator was on the pay scale of Rs.430-800 in 1974 PRC and in 1978, 1986, 1993 and 1999 PRCs Rs.700-1200, 1280-2440, 2525-5390 and 4850-10250 were assigned respectively. The Anomalies Committee 2004 assigned the revised pay scale of Rs.5000-10600 to Health Educator (Leprosy). He has however felt that the gazetted post may be given higher scale to distinguish it from the post which are non-gazetted. He has accordingly assigned the scale of Rs.8385-17905. The Health Educator was always carrying a lower scale when compared to Health Educator (Leprosy). Further, when the extent and prevalence of Leprosy is considerably come down and also stated to be under the control, the Commission sees no reason in enhancing the scales of Health Educator (General) and also Health Educator (Leprosy) during 2005 Pay Revision.

The Commission also noticed that the Health Educator (General) who was in the scale of Rs.4430-9300 which was assigned by the PRC 1999 got an improvement by one grade by the Anomalies Committee 2004 who had assigned the scale of Rs.4550-9600. The corresponding scale in PRC 2005 is Rs.6675-15025 and by assigning a scale of Rs.8385-17905 for which the pre-revised scale is Rs.5300-11300, there was an advancement by four grades. The Commission comes to the conclusion that an unintended benefit was passed on to this category, and accordingly recommends the scale of Rs.12550-35800 (Rs.7200-16195) for future entrants and the corresponding scale of Rs.14860-39540 (Rs.8385-19125) as personal for those who are now having that scale.

In the case of Deputy Health Educator (Leprosy) (formerly Health Educator (Leprosy) who has been assigned the scale of Rs.8385-19125 on the basis of declaring the post as gazetted, the Commission assigns the corresponding scale of Rs.14860-39540.

Public Health Nursing	
Instructor (FW) / Public	
Health Instructor	: Rs.8385-19125
No. of Posts	:

No representation is received.

He is on par with Nursing Superintendent Grade-II. The Commission recommends for continuing the existing parity and accordingly assigns the scale of Rs.16150-42590 (Rs.9285-21550) as against the existing scale of Rs.8385-19125.

Physiotherapist (Leprosy) : Rs.9285-21550
 No. of posts : 103

It is represented that the duties of this category are specialized and professional post located in Teaching and General Hospitals, and has to work in coordination with Orthopedics, Neurology, Neuro Surgery etc. It is requested for assigning a higher pay scale of Rs.10285-24200 on par with Physiotherapist of Vaidhya Vidhana Parishad. It is further represented that this post was declared as State Wide post in G.O.Ms.No. 591, HM & FW Department, dated 13-12-2004. Hence it is requested for pay scale one stage below of Civil assistant Surgeon i.e. Rs.10845-25600.

The post is filled by direct recruitment. The qualifications prescribed are Degree, 4 months training course as Para Medical Worker (Leprosy), 9 months course in Physiotherapy (Leprosy) and a degree in Physiotherapy from NTR Health University. This category is also filled in by promotion from the category of Non Medical Supervisor with not less than three years of service and also from Non-Medical Assistant with not less than five years.

This post was on the pay scales of Rs.480-900 and Rs.750-1300 in 1974 and 1978 revisions. In 1986 revision this category was assigned a revised pay scale of Rs.1380-2750, thus giving one stage improvement. This category represented to the PRC 1993 seeking parity with Medical Officers, the same was not agreed. Accordingly the PRC 1993 assigned a revised pay scale of Rs.2750-5960. The same was revised to Rs.2930-5960 based on the recommendations of Anomalies Committee, 1995. The PRC 1999 assigned a pay scale of Rs.5640-11300. The Anomalies Committee, 2004 assigned a revised pay scale of Rs.6350-13000. The above committee also recommended for examining the service rules governing this category in the light of the enhanced qualifications and the proposed place of duty for de-linking this as a feeder category to the post of Para Medical Officer (Leprosy). In PRC 2005 it was assigned a corresponding pay scale of Rs.9285-21550.

The above category represented to the Anomalies Committee 2008 that presently the post of Physiotherapist (Leprosy) now known as Physiotherapist, are posted in various Teaching hospitals, District Head quarters hospitals and the duties an responsibilities are identical as that of Physiotherapist working on general health care. This category acquired B.P.T. degree also. Further it is stated that the service of NLEP was integrated with general health in G.O.Ms.No.20, HM&FW Department, dated 20-1-2004. Government created a post of Physiotherapist in the pay scale of Rs.10285-24200 for regular appointment. Hence, the request for a higher pay scale of Rs.10285-24200.

The Anomalies Committee of 2008 (Rangachary Committee) left the

issue of equating the pay scale of Physiotherapists (Leprosy) with the Physiotherapists of APVVP to the Government.

Comparison with Physiotherapist of A.P. Vaidhya Vidhana Parishad is not valid and the above Parishad does not come under the purview of Pay Revision Commission. The Commission after taking into account the relevant factors assigns the corresponding scale of Rs.16150-42590 (Rs.9285-21550).

Social Science Instructor : **Rs.9285-21550**
No. of Posts : 8

It is represented that the duties of Social Science Instructor are to conduct training programmes relating to Family Planning, immunization, pulse polio, T.B. Leprosy, STD, AIDS and other communicable diseases. Social science Instructors deal with the social science subjects, in these training programmes. As per the adhoc rules, individuals working as Medico Social Workers Grade-I with Masters Degree alone are eligible for this post. There is no further promotion channel. It is requested for assigning a higher pay scale i.e., Rs.10285-24200 on par with Degree College Lecturers. Another request is to Change the Designation of Social Science Instructor as Social Science Officer / Social Scientist / Social Science Lecturer duly giving the special scale. Alternatively a promotional post may be created at State level.

According to the special rules issued in G.O.Ms.No.837 HM&FW Department dated 28-11-2006, the following are the qualifications for Social Science Instructor under the control of the Commissioner of Family Welfare.

“B.A. with DHE (or) DSSA (M.A. (Sociology) (or) M.A. (Social Work) of any University in India established or incorporated by or under Central Act or Provincial Act or a State Act duly recognized by the University Grants Commission”.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Social Science Instructor	750-1300/	1550-3050	3110-6380	5980-12100	9285-21550
	900-1500 (1982)				
Lecturers of Degree Colleges.	1050-1600	1810-3230	3640-7580	6950-14425	10285-24200

It is thus seen that there has never been a parity between the two categories. The nature of duties is also different.

In view of the above, the Commission recommends corresponding pay scale for the post of Rs.16150-42590 (Rs.9285-21550).

**District Public Health Nursing Officer
(DPHNO) (Formerly known as District
Public Health Nursing Supervisor
(Maternity, Child Health and
Family Welfare)** : **Rs.9285-21550**
No. of Posts : 23

Society of Midwives India and Nursing Graduates Welfare Association, Visakhapatnam requested for assigning a pay scale to the District Public Nursing Officer (DPHNO) on par with District Extension and Mass Media Officer (DEMO) Rs.10285-24200.

The post of District Public Health Nursing Officer (DPHNO) (Formerly known as District Public Health Nursing Supervisor (Maternity, Child Health and Family Welfare) is filled by direct recruitment. The qualifications are B.Sc. (Nursing) of a 4 year professional course after intermediate. The post District Extension and Mass Media Officer (DEMO) (Formerly Mass Education Information Officer) (FW) is filled by Promotion from the category of Health Education Extension Officer with three years experience or by direct recruitment. The qualifications for District Extension and Mass Media Officer (DEMO) are a Degree with Diploma in Health Education.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
District Public Health Nursing Officer (DPHNO)	900-1500	1810-3230	3310-6840	6350-13000	9285-21550
District Extension and Mass Media Officer (DEMO)	900-1500	1810-3230	3310-6840	6350-13000	10285-24200

This category did not represent to PRC 2005 but represented to the Anomalies Committee 2008 and the committee did not accept the requests.

The post of District Public Health Nursing Officer has been on par with District Extension and Mass Media Officer (DEMO) all along, which

was disturbed by the assignment of higher scale to District Extension and Mass Media Officer (DEMO) in 2005 PRC. The Commission therefore assigns pay scale equivalent to (Rs.10285-24200) Rs.18030-43630.

**Health Education Officer
(AIDS & Leprosy) : Rs.9285-21550**
No. of Posts : 23

The P.G. D.H.E. qualified Deputy Health Education Officers, Health Education Officers and Councilor Association has stated that the duties of Health Education Officer (AIDS & Leprosy) include implementation all activities of Aids Control Programme. The Malaria Eradication Programme in Tribal areas was also entrusted to these categories. Implementation of various national programmes, supervision of activities of Para-medical personnel in the district etc, and control explosive spread of the pandemic HIV/AIDS are the other activities handled by this category. They have to educate people on Leprosy which is an age old disease with superstitious beliefs and social stigma. It is requested for assigning a higher pay scale on par with District Extension & Media Officer (DEMO) and Health Education Officer (FW). The scale of District Extension and Media Officer in Rs.10285-24200.

The post of Health Education Officer (AIDS & Leprosy) is filled by direct recruitment and by promotion from the category of senior most Health Educator who would have continued as Non-Medical Supervisor but for his promotion or appointment as Health Educator. This is also filled by direct recruitment in case no suitable/qualified person is available for promotion. For direct recruitment the qualifications are Bachelor's Degree and Certificate of Non-Medical Assistant's/Para Medical Worker's training course from a centre recognized by Government of India/ Government of Andhra Pradesh. For promotion a minimum service of not less than 10 years in Leprosy etc., where as for direct recruitment it is a post graduate degree in Social Sciences with Diploma in Health Education and certificate of Non-Medical Assistant's/Para Medical Worker's training course in Leprosy.

The comparable post of District Extension and Mass Media Officer (DEMO) (Formerly Mass Education Information Officer) is filled by Promotion from the category of Health Education Extension Officer with three years experience, direct recruitment if no suitable candidates are available for promotion; the qualifications are Degree with Diploma in Health Education. The post of Health Education Officer (F.W.) is filled by direct recruitment, the qualifications are P.G. qualification in Social Services and P.G. Diploma in Health Education and Information and Communication.

The Commission noticed that the Anomalies Committee 2006 has assigned a scale of Rs.6350-13000, an advancement by one stage to the Health Education Officer.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Health Education Officer (AIDS & Leprosy)	900-1500	1550-3050	3110-6380	5980-12100	9285-21550
				6350-13000 (A.C.)	
District Extension & Media Officer (DEMO)	900-1500	1810-3230	3310-6840	6350-13000	10285-24200
Health Education Officer (FW)	-	-	4400-8700	8400-16525	12385-27750

The observations of PRC 2005 are as follows:

Ruling out comparison with Malaria categories owing to difference in the qualifications, duties and responsibilities, the Commission, 2005 assigned the pay scale of Rs.9285-21550 for the post of Health Education Officer (Leprosy).

As for Health Education Officers, the request for extension of the pay scale to Rs.12385-27550 to accord with Health Education Officers (Family Welfare) cannot be granted in view of the fact the HEO (FP) are of the rank of Deputy Director which the other category is not. Considering the duties and responsibilities and also the classification of the posts, Health Education Officer (Leprosy) will be granted advancement by one stage in the scale of Rs.10285-24200.

In view of the above, the commission sees that there are no valid grounds to interfere with the views of PRC 2005 and accordingly recommends the corresponding pay scale for the post Rs.16150-42590 (Rs.9285-21550).

Health Education and Extension Officer (FW) : Rs.9285-21550
 No. of posts :

No representation has been received.

According to Service Rules, appointment to the post is made by transfer of Dy. District Extension and Media Officer and if no qualified or suitable candidates are available, by direct recruitment. The minimum qualification by appointment by transfer is a Degree with Diploma with Health Education or Social Science Administration / Social Work. For direct recruitment the qualification is Post Graduation with Diploma in Health Education or Diploma in Social Science Administration. He is at present in the scale of Rs.9285-21550. The Commission has noticed that taking into the qualifications and nature of duties the existing scale is adequate. Accordingly the Commission assigns the corresponding scale of Rs.16150-42590 to the post.

Public Health Supervisor : **Rs.9285-21550**
No. of Posts :

According to service rules the post is filled by promotion from Public Health Nursing Instructor who is in the scale of Rs.8385-19125 to whom the commission recommended the scale of Rs.9285-21550.

Keeping in view the scale assigned to the feeder category the Commission recommends the scale of Rs.18030-43630 (Rs.10285-24200) as against the existing scale of Rs.9285-21550.

Deputy Health Education Officer
(Formerly Health Educator
(Leprosy) : **Rs.8385-19125**
No. of posts : 32

It is stated that the Deputy Health Education Officer (Formerly Health Educator (Leprosy) is entrusted with the conduct of Information, Education and Communication (I.E.C) activities on Leprosy and HIV/AIDS to assist the H.E.Os. It is requested for assigning a higher pay scale on par with Physiotherapist (Leprosy) Rs.9285-19775 and Deputy District Extension and Media Officer (Deputy DEMO) Rs.8815-20300.

The post Deputy Health Education Officer (Formerly Health Educator (Leprosy) is filled by direct recruitment and by promotion from Assistant Para Medical Officer. The qualifications prescribed for direct recruitment are i) Graduation in Sociology ii) One/Two year P.G. Diploma in Health Education (P.G.D.H.E.).

The comparable post of Physiotherapist (Leprosy) is filled by direct recruitment. The qualifications prescribed for this post are Degree, 4 months training course as Para Medical Worker (Leprosy), 9 months course in Physiotherapy (Leprosy) and a degree in Physiotherapy from NTR Health

University. This category is also filled by promotion from the category of Non Medical Supervisor with not less than three years of service and also from Non-Medical Assistant with not less than five years. The post of Deputy District Extension and Media Officer (Dy. DEMO) is filled by promotion (a) Male: By promotion from Multi Purpose Health Extension Officer (b) Female: By promotion from the category of Public Health Nurse; if no suitable candidate is available from the category of Multi Purpose Health Supervisor (Female).

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Deputy Health Education Officer (Formerly Health Educator (Leprosy))	700-1200	1280-2440	2525-5390	4850-10250	8385-19125
				5000-10600 (A.C.)	
Physiotherapist (Leprosy)	750-1300	1380-2750	2930-5960	5640-11300	9285-21550
				6350-13000 (A.C.)	
Deputy District Extension and Media Officer (Deputy DEMO)	700-1200	<u>1280-2440</u> 1330-2630 (AC 1990)	2600-5580	5000-10600	8815-20300

As seen from the above statement, the post of Deputy Health Education Officer (Formerly Health Educator (Leprosy)) a corresponding pay scale was given in 1999 PRC and Anomalies Committee 2004 enhanced the pay scale by one stage. The PRC 2005 was improved the pay scale by two stages.

In view of the above, the commission recommends corresponding pay scale of Rs.14860-39540 (Rs.8385-19125) for the post.

Entomological Assistant / Assistant Malaria Officer : **Rs.7200-16925**
No. of posts : 42

It is represented that the Entomological Assistant / Assistant Malaria Officer is responsible for Entomological studies, evaluation, extending lab services, providing technical guidance etc. It is requested for assigning a higher pay scale of Rs.9285-19775.

The post of Entomological Assistant / Assistant Malaria Officer is filled by direct recruitment and by promotion from the category of Health Inspectors, ordinary grade (MPHEO/MPHA) with five years service in case of graduates and 10 years in the case of non-graduates. The qualifications prescribed for direct recruitment are Bachelor's degree in science.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Entomological Assistant / Assistant Malaria Officer	-	-	2375-5040	4550-9600 XIII	7200-16925 XIV
				4850-10250 XIV (A.C.)	

In view of the increase in the responsibilities the request was for assigning a pay scale of Rs.9285-19775. The Anomalies Committee 2004 keeping in view the qualifications and nature of duties in dealing with epidemics revised the pay scales for the categories of Assistant Malaria Officer / Entomological Assistant, Senior Entomologist / Biologist / Lecturer in Entomology and District Malaria Officer / Anti Mosquito Officer.

The claim made before the Anomalies Committee 2008 is to move from the pay scale of Rs.7200-16925 to Rs.9285-21550 on the ground that these officers discharge the duties of a district malaria officers whenever the latter are not available. This argument overlooks the fact that a District Malaria Officer is functional with a pay scale of Rs.10845-25600. No reason is given why an Assistant Malaria Officer should be granted a facility to draw an enhanced pay. The existence of a well-recognized hierarchy does not call for any change in the present pay structure.

In view of the above, the Commission though there is no reason to interfere with the recommendation of PRC 2005, however, keeping in view the general approach towards Para Medical Staff, inclined to improve the scale by one stage and accordingly recommends the scale of Rs.12910-36700 (Rs.7385-17475) as against the existing scale of Rs.12550-35800 (Rs.7200-16925).

Senior Entomologist / Biologist : Rs.9285-21550
No. of posts : 28

It is represented that the duties of Senior Entomologist / Biologist are both technical and administrative in nature. He has to coordinate with Municipal Health Officers/Chief Medical Officer of Health (Deputy Civil

Surgeon) in addition to dealing with Commissioners of Municipalities/Corporations. It is requested for assigning a higher pay scale of Rs.11715-23515 on par with Civil Assistant Surgeon.

The post of Senior Entomologist / Biologist is filled by direct recruitment through APPSC with P.G qualification in Zoology and by transfer from Entomological Assistants. The qualification for Entomological Assistant is B.Sc.,

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Senior Entomologist / Biologist	-	-	3110-6380	5980-12100	9285-21550
				6350-13000 (A.C.)	

The PRC 2005 ruled out parity with Civil Assistant Surgeon etc. We agree with their conclusions. The commission feels that the present scale is adequate and accordingly recommends the corresponding scale of Rs.16150-42590

**District Malaria Officer/
Anti Mosquito Officer** : **Rs.10845-25600**
No. of posts : 22

It is represented that the duties of District Malaria Officer/ Anti Mosquito Officer extend to the various institutions in the district and he has liaise with Collector and Heads of other departments at district level for inter-departmental co-ordination and programme implementation. Therefore the request was for assigning a higher pay scale of Rs.14305-25965.

The post of District Malaria Officer/ Anti Mosquito Officer is filled by promotion from Senior Entomologists with minimum 5 years of service, and with academic qualification of M. Sc., (Zoology).

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
District Malaria Officer/ Anti Mosquito Officer	-	-	3640-7580	6950-14425 7400-15475 (A.C.)	10845-25600

The parity sought by this category with Civil Assistant Surgeon has not been agreed by earlier PRCs and Anomalies Committee. We agree with their conclusions.

The commission therefore recommends the existing scale be continued and accordingly assigns the corresponding scale of Rs.19050-45850.

Assistant Director (Entomology): Rs.11755-26300
No. of posts : 7

It is represented that the duties of Assistant Director (Entomology) have enormously increased on account of the various activities relating to prevention and control of sector borne diseases. Hence, the request is for the higher pay scale of Rs.16195-27965.

The post of Assistant Director (Entomology) is filled by promotion from District Malaria Officer/Anti Mosquito Officer with minimum 3 years of service.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Assistant Director (Entomology)	-	-	4140-8140	900-15475	11755-26300

As may be seen from the above statement, the Assistant Director (Entomology) was assigned a corresponding pay scale from inception. This Commission sees no reason to disturb the existing relativity and accordingly assigns the corresponding scale for the post Rs.20680-46960.

Deputy Director (Entomology) : Rs.12385-27750
 No. of posts : 2

It is represented that the duties of Deputy Director (Entomology) are to supervise and monitor activities of Regional (Zonal), District and Divisional level officers. It is requested for assigning a higher pay scale of Rs.18355-30065.

The post Deputy Director (Entomology) is filled by promotion from Assistant Director (Entomology).

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Deputy Director (Entomology)	-	-	4400-8700	8400-16525	12385-27750

As may be seen from the above statement, the Deputy Director (Entomology) was assigned corresponding pay scales from inception. This Commission sees no reason to disturb the existing relativity and accordingly assigns the corresponding scale for the post Rs. 21820-48160.

**Assistant Para Medical Officer
(Formerly Non Medical**

Assistant (Leprosy) : Rs.6675-15500
 No. of posts : 2160

The A.P. Paramedical Officers and Health Education Officers Association has stated that the duties of the Assistant Para Medical Officer (Formerly Non Medical Assistant (Leprosy) are to identify and register leprosy and HIV positive cases in his jurisdiction, administer treatment provide nursing care rehabilitation etc. It is requested for assigning a higher pay scale on par with, Ophthalmic Assistant, Community Health Officer and Occupational Therapist.

The post of Assistant Para Medical Officer (Formerly Non Medical Assistant (Leprosy) is filled by direct recruitment and by promotion from Multipurpose Health Supervisor, Pharmacist and Lab Technician. The qualifications prescribed for direct recruitment are Degree in Science with (CBZ) and six months training in leprosy. The qualifications prescribed for promotion is a pass in SSC with six months training in Leprosy.

The qualifications for Multipurpose Health Supervisor who is in the scale of Rs.5750-12955 are Intermediate and Certificate of Sanitary Inspector's Training Course or a Certificate of Multipurpose Supervisor Health Training Course or a Certificate of Public Health and Sanitation Technology and Physical fitness for camp life with 5 years and completion of promotional training course conducted by the competent authority.

The following are the pay scales assigned to these categories in earlier revisions:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Assistant Para Medical Officer (Formerly Non Medical Assistant (Leprosy))	310-560	575-950	1100-2050	2195-4560	4190-8700	6675-15500
					4550-9600 (A.C.)	
Ophthalmic Assistant (Ophthalmic Officer)	-	700-1200	1280-2440	2375-5040(P) 2195-4560(FE)	4550-9600(P) 4190-8700(FE)	7770-18575
					4550-9600 (A.C.)	
Community Health Officer	-	800-1450	1380-2750	2930-5960	5640-11300	8385-19125
Occupational Therapist	430-800	750-1300	1380-2750	2750-5960	5300-11300	9285-21550

As can be seen from the above there is hardly any similarity of functions and qualifications between the Assistant Para Medical Officer and the other categories mentioned, considering the increased responsibilities of this cadre in so far as HIV cases are concerned, the Commission recommends the scale of Rs.12910-36700 (Rs.7385-17475) to this category as against the existing scale of Rs.11860-34050 (Rs.6675-15500) an advancement by two stages.

**Deputy Para Medical Officer
(Formerly Non Medical**

Supervisor (Leprosy) : Rs.8385-19125
No. of posts : 466

A.P. Paramedical Employees Association represented that the Deputy Para Medical Officer (Formerly Non Medical Supervisor (Leprosy) is in-

charge of all Health Educational activities and programmes relating to Leprosy and AIDS. The request is for assigning a higher pay scale on par with Deputy District Extension and Media Officer (Dy. DEMO) Rs.8815-20300.

The post of Deputy Para Medical Officer (Formerly Non Medical Supervisor (Leprosy) is filled by promotion from Assistant Paramedical Officer. The post of Deputy District Extension and Media Officer (Dy. DEMO) is filled by promotion (a) Male: By promotion from Multi Purpose Health Extension Officer (b) Female: By promotion from the category of Public Health Nurse, if no suitable candidate is available from the category of Multi Purpose Health Supervisor (Female).

The following are the pay scales assigned to these categories in earlier revisions:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Deputy Para Medical Officer (Formerly Non Medical Supervisor (Leprosy))	410-750	700-1200	1280-2440	2525-5390	4850-10250	8385-19125
					5000-10600 (A.C.)	
Deputy District Extension and Media Officer (Deputy DEMO)	-	700-1200	<u>1280-2440</u> 1330-2630 (AC 1990)	2600-5580	5000-10600	8815-20300

The category of Deputy Para Medical Officer formerly known as Non-Medical Supervisor (Leprosy) is a feeder category to the post of Dy. District Extension and Medical Officer. Therefore it is not correct to assign the same scale to both the posts. The Commission noticed that this category got an upward revision in 2005 PRC as a consequence of conferring gazetted status. The Commission feels that the existing scale is adequate. Accordingly, the Commission assigns corresponding scale of Rs.14860-39540.

District Extension and Mass

Media Officer (FW) : Rs.10285-24200

(Formerly District Mass Education and Information Officer) (FW)

No. of posts : 23

A.P. Health Education & Media Officer's Association, Hyderabad represented that the duties of District Extension and Media Officer (FW), are organizing training programmes at Primary Health Centre level and District level and to assist the District Extension and Media Officer in Planning, Organization and Evaluation etc., and media activities. It is requested for assigning a higher pay scale on par with District Malaria Officer Rs.10845-25600.

As per Service Rules, appointment to the post of District Extension and Mass Media Officer is made by promotion from the category of Health Education Extension Officer with three years experience or by direct recruitment if candidates are not available for promotion. The minimum qualification prescribed for direct recruitment is degree with Diploma in Health Education. The post of District Malaria Officer/ Anti Mosquito Officer is filled by promotion from Senior Entomologists with minimum 5 years of service. (M.Sc. (Zoology)).

The following are the pay scales assigned to these categories in earlier revisions:

Category	1978	1986	1993	1999	2005
	(Rs.)				
District Extension and Mass Media Officer (FW)	900-1500	1810-3230	3310-6840 (XIX)	6350-13000 (XIX)	10285-24200 (XX)
District Malaria Officer / Anti Mosquito Officer	-	-	3640-7580 (XX)	6950-14425	10845-25600
				7400-15475 (A.C.)	

The District Extension and Education Media Officer was assigned the scale of Rs.6350-13000 by P.R.C. 1999. The P.R.C. 2005 has assigned a higher scale of Rs.10285-24200 on the ground that this is the feeder category for the post of Deputy Director (Mass Media Education and Media) Family Welfare Bureau Leaving all the other posts falling under the category (3) of A.P. Health and Family Welfare Service Special Rules issued in G.O.Ms. No.261, Health, Medical and Family Welfare Dept., dt.28.6.2002. The other categories have now represented for the rectification of anomaly. The Commission has also considered the request and recommended the scale on par with D.E.M.O. Now the request is for assigning a scale of Rs.10845-25600 on par with District Malaria / Anti Mass Media Officer.

The Commission noticed that this category was always drawing a lower pay scale than the District Malaria Officer. Further, the duties are also

different. Comparison with District Malaria Officer is not apt. There is no rule that all District Officers should carry the same scale. There are several District Officers in different scales.

The category has been assigned a higher scale and also gazetted status recently. The Commission finds that there are no new grounds warranting change. The Commission therefore assigns the corresponding scale. Rs.18030-43630 (Rs.10285-24200).

Communication Officer	:	Rs.9285-21550
No. of Posts	:	
Health Education Officer (FW)	:	Rs.9285-21550
No. of Posts	:	
Health Education Officer (IPP-VI)	:	Rs.9285-21550
No. of Posts	:	
Lecturer in Health Education & FW/Statistics	:	Rs.9285-21550
No. of Posts	:	
Management Instructor	:	Rs.9285-21550
No. of Posts	:	
Health Education Instructor	:	Rs.9285-21550
No. of Posts	:	

A.P. Health Education & Media Officer's Association, Hyderabad represented that the District Extension and Mass Media Officer, is similar to that of Health Education Officer at State Family Welfare Bureau, Communication Officer, Lecturer in Health Education and Family Planning in medical Colleges and health Education Officer at District Training team etc. These are all officers with P.G. qualification in Social Services and P.G. Diploma in Health Education and Information and Communication. They are specially trained in Management of Mass Media and Communication and Publicity Programmes in Health and Family Welfare Planning, training etc. Extension and providing guidance on family welfare programmes at District level form part of duties. These posts are interchangeable. It is requested for assigning a higher pay scale of Rs.10845-25600/- to all categories.

As per service rules issued in G.O.Ms.No.261 HM&FW Dept., dated 28-6-2002 category 3 of class-B consists of District Mass Education and Media Officer including Health Education Instructor, Communication Officer and Lecturer in Health Education and Family Welfare, Management Instructor.

The Pay Revision Commission 2005 has recommended the pay scale of Rs.10285-24200 to the category of District Extension and Media Officer in comparison with others who were in the same equal pay. The following are the details.

S.No.	Category	1999	2005
1.	Dist. Extension & Media Officer	6350-13000	10285-24200
2.	Communication Officer	6350-13000	9285-21550
3.	Health Education Officer (FW)	6350-13000	9285-21550
4.	Health Education Officer (IPP-VI)	6350-13000	9285-21550
5.	Lecturer in Health Education & FW	6350-13000	9285-21550
6.	Management Instructor	6350-13000	9285-21550
7.	Health Education Instructor	6350-13000	9285-21550

The request now is to assign the pay scale of Rs.10845-25600. There was no discussion on these categories in the report of the PRC 2005. The Anomalies Committee recommended revision of pay scale of this category by one stage to Rs.10845-25600 but this recommendation was not accepted by Government.

The PRC 2005 assigned the scale of Rs.10285-24200 on the ground that the District Extension and Mass Media Officer ((FW) carried the scale of Rs.6350-13000 and that this is the feeder category for filling the post of Deputy Director. The Deputy Director has parity with Deputy Director in all other departments and therefore the feeder category was sought to be assigned the scale of Asst. Director and accordingly assigned the scale of Rs.10285-24200.

The Commission, noticed that for the post of Deputy Director (Mass Media) and Media Family Welfare Bureau, all the following posts are the feeder categories for promotion.

District Mass Education and Media Officer including Health Education Officer (SFWB) Health Education Instructor, Communication Officer and Lecturer in Health Education and Family Welfare and Management Instructor constitute category (3) A.P. Health and Family Welfare Service Special Rules and they are all feeder categories for promotion to the post of Deputy Director.

In the light of the above Rule position, the Commission recommends the scale equivalent to Rs.18030-43630 (Rs.10285-24200) to all the above categories.

L.D. Computers	:	Rs.4825-10845
No. of Posts	:	554

The A.P. Medical and Health Department L.D. Computers Association (Statistic) have represented for a higher revised pay scale Rs.13060-29870, on par with Senior Assistant, Multi Purpose Health Assistant (M&F). The other request is to change the designation of L.D. Computer as Statistician.

The post of L.D. Computer is filled by promotion from among the Field Assistants and by transfer from Surveillance Inspector Grade-II or by direct recruitment. The qualification prescribed for direct recruitment is SSC.

The post of Senior Assistant is filled by direct recruitment and by promotion from Junior Assistant/Typist. The minimum qualification prescribed for direct recruitment of Junior Assistant a pass in Intermediate examination.

The post of Multipurpose Health Assistant (Male & Female) is filled by direct recruitment. The qualifications prescribed for direct recruitment are Intermediate and possession of Sanitary Inspector Training Course Certificate or a Certificate of Multipurpose Health Training Course or a Certificate of Public Health and Sanitation Technology and Physical fitness.

The post of Family Welfare Worker (Male) is filled by transfer from the category of Surveillance Workers, Basic Health Worker and by appointment by transfer and by direct recruitment. For both methods, the qualification is a pass in minimum general educational qualification. Appointment to the post of Family Welfare Worker (Female) is filled by transfer from the category of ANM and by direct recruitment. For both methods, the qualification is a pass in general educational qualification i.e., intermediate.

The following are the pay scales assigned to these categories in earlier revisions:

Category	1978	1986	1993	1999	2005
	(Rs.)				
L.D. Computer	425-700	910-1625	1745-3420	3290-6550	4825-10845
Senior Assistant	550-900	1100-2050	2195-4560	4190-8700	6195-14175
Multi Purpose Health Assistant (Male/Female)	500-800	950-1670	1875-3750	3550-7150	5200-11755
Family Welfare Worker	425-650	950-1670	1875-3750	3550-7150	5200-11755

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

The Commission sees no merit in the request for higher pay scales for L.D. Computer. The Re-designation of posts does not fall within the purview of the Commission.

In view of the above, the commission recommends the corresponding pay scale of Rs.8440-24950 (Rs.4825-10845) for the post.

Assistant Statistical Officer : **Rs.6505-15025**
No. of Posts : 118

The request is for a higher pay scale of Rs.14240-32390 on par with Assistant Section Officer in A.P. Secretariat.

The post of Assistant Statistical Officer is filled by direct recruitment through APPSC. The qualifications prescribed are degree in Statistics, Mathematics, Economics and Commerce and also by promotion from Junior Assistant, Typists and L.D. Computer those who possess the above qualifications.

The post of Assistant Section Officer in A.P. Secretariat is filled by direct recruitment through APPSC. The qualifications are Degree and pass in the Typewriting examination in English conducted by the A.P. State Board of Technical Education by the Lower Grade and by promotion from Typist-cum-Assistant.

The following are the pay scales assigned to these categories in earlier revisions:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Assistant Statistical Officer	-	-	2195-4560	4190-8700	6505-15025
Assistant Section Officer in A.P. Secretariat	-	1230-2330	2375-5040	4550-9600	6675-15500

There is no comparison between the function of Asst. Section Officer in Secretariat and Assistant Statistical Officer of Director of Health. The other requests are dealt with in the relevant chapters of Volume-1 of the report.

In view of the above, the commission recommends the corresponding pay scale of Rs.11530-33200 (Rs.6505-15025) for the post.

Deputy Statistical Officer : **Rs.7770-18575**
 No. of Posts : 70

The request is to assign a revised pay scale of Rs.15980-35060 to Dy. Statistical Officer on par with Section Officer in A.P. Secretariat, Deputy District Extension and Media Officer (Dy. DEMO) and Superintendents. The scale of pay of Section Officer is Rs.9285-21550.

The post of Deputy Statistical Officer is filled by direct recruitment and also by transfer from Assistant Statistical Officer. The academic qualifications are a Degree of B.A. (Maths), Economics, Statistics or B.Sc. Maths with Statistics.

The comparable post of Section Officer in A.P. Secretariat is filled by promotion from Assistant Section Officer. The post of Deputy District Extension and Media Officer (Dy. DEMO) is filled by promotion (a) Male: By promotion from Multi Purpose Health Extension Officer (b) Female: By promotion from the category of Public Health Nurse; if no suitable candidate is available from the category of Multi Purpose Health Supervisor (Female). The post of Superintendent is filled by promotion from Senior Assistant.

The following are the pay scales assigned to these categories in earlier revisions:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Deputy Statistical Officer	700-1200	1330-2630	2600-5580	5000-10600	7770-18575
Section Officer in A.P. Secretariat	800-1450	1550-1350	3110-6380	5980-12100	9285-21550
Deputy District Extension and Media Officer (Deputy DEMO)	700-1200	1280-2440 1330-2630 (AC 1990)	2600-5580	5000-10600	8815-20300
Superintendent	700-1200	1330-2630	2600-5580	5000-10600	7770-18575

The Deputy District Extension and Media Officer (Dy. DEMO) and the Deputy Statistical Officer were in the same scale of pay in 1993 and 1999 Pay Revisions. The PRC 2005 assigned a higher pay scale of Rs.8815-18805 (as revised by the OMC Rs.8815-20300) to the Deputy District Extension and Media Officer on the ground that the posts were gazetted.

The present parity is with the Deputy Statistical officer in the Directorate of Economics and Statistics. The Anomalies Committee, 2008 examined the request to equate these posts with those of Deputy District Extension and Media Officer (Dy. DEMO) but continued the existing parity with the Deputy Statistical officer in the Directorate of Economics and Statistics. We see no reason to disturb the existing parity with the Deputy Statistical Officer in the Directorate of Economics and Statistics.

In view of the above, the commission recommends the pay scale of Rs.14860-39540 (Rs.8385-19125) for the post.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

Statistical Officer : **Rs.9285-21550**
No. of Posts : **68**

It is stated that the Statistical Officer is the custodian of the Health Statistics in the district. He inspects the work of Deputy SO, ASO and L.D. Computers. It is requested for assigning a higher pay scale of Rs.17410-

37880; on par with District Extension and Mass Media Officer (DEMO) (Formerly Mass Education Information Officer) and Administrative Officer.

The post of Statistical Officer is filled by direct recruitment. The qualification are Degree or P.G. with Economics & Statistics and by promotion from the category of Deputy Statistical Officer. There is hardly any similarity of functions between the Statistical Officer and the District Extension and Mass Media Officer. Similarly there is nothing in common between the Administrative Officer and the Statistical Officer.

The following table gives the pay scales assigned to these categories in earlier revisions:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Statistical Officer	900-1500	1810-3230	3310-6840	6350-13000	9285-21550
District Extension and Mass Media Officer (DEMO)	900-1500	1810-3230	3310-6840	6350-13000	10285-24200
Administrative Officer	750-1300	1550-3050	3110-6380	5980-12100	9285-21550

The present parity is with the Statistical Officer of the Directorate of Economics and Statistics. The PRC 2005, as also the subsequent anomalies committee recommended the continuation of this parity. The present Commission finds no reason to deviate from this approach.

In view of the above, the commission recommends the corresponding pay scale of Rs.16150-42590 (Rs.9285-21550) for the post.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

Deputy Director (Statistics) : Rs.12385-27750
No. of Posts :

The request is for upgradation of the Deputy Director to Joint Director and assign a scale on par with Civil Surgeon.

The post of Deputy Director (Statistics) is filled by promotion from Statistical Officer. The post of Civil Surgeon is filled by promotion from Deputy Civil Surgeon.

The Commission finds that the nature and functions of Civil Surgeon and Deputy Director have nothing in common.

The following are the pay scales assigned to these categories in earlier revisions:

Category	1978	1986	1993	1999	2005
	Rs.				
Deputy Director (Statistics)	1300-1900	2410-4050	4400-8700	8400-16525	12385-27750
Civil Surgeon	1400-2000	2690-4440 / 2780-4680 (A&RC)	5390-8980	10250-17050 / 11650-18625 (HPC)	18025-30765

The present equation of the post of Deputy Director (Statistics) in the Directorate of Health is with the Deputy Director in the Directorate of Economics and Statistics. The Deputy Director, Statistics in the Directorate of Economics and Statistics is in Rs.12385-27750 scale.

In view of the above, the commission recommends the corresponding pay scale of Rs.21820-48160 (Rs.12385-27750) for the post.

The Re-designation consequent on upgradation of posts does not fall within the purview of the Commission.

Technical Officer : **Rs.9285-21550**
 No. of Posts :

Sri Md. Navas Khan, Technical Officer, (SU); Sri J. Raghu Ram, Technical Officer (MU), have represented that the Technical Officers working in the SHEB wing of the Director of Health require enhancement of the scale of the post. They stated that the feeder category for the post of Technical Officers in the SHEB wing of Director of Health is Health Education and Extension Officer and that both the above posts have been allowed the scale of Rs.9285-21550 in the PRC 2005.

They have also stated that because of the above position, the individual being promoted to the post of Technical Officer from the cadre of Health Education and Extension Officer are being denied the opportunity of enjoying the benefits of higher scale. They have therefore requested for assigning a higher pay scale of Rs.10845-25600. This category did not represent to PRC 2005.

As per G.O.Ms. No.261, Health, Medical and Family Welfare Dept., dt.28.6.2002, the qualification prescribed for the post of Technical Officer,

School Health Education Unit including Technical Officer (Audio Visual), State Health Bureau is a Degree of Arts and Science and also must have passed a Diploma of Hygiene and Public Health at Kolkata / Delhi / Gandhinagar in Tamil Nadu in addition to 10 years of service in Public Health Department and exposure in Health Education either as Block Executive Educator or as District Health Educator.

The scale of Health Education and Extension Officer is Rs.9285-21550. The pre-revised scale for Health Education and Extension Officer in R.P.S. 1999 was Rs.5980-12100 while the Technical Officer was in the scale of Rs.6350-13000. During 2005 Pay Revision both were assigned the scale of Rs.9285-21550. As per the above rules, there is a promotional channel for the Health Education and Extension Officer to the post of category (2) of Class (C) of the above rules which comprises of District Mass Education and Media Officer including another 5 categories. Therefore, there are two channels for the Health Education and Extension Officer. They have the choice of opting for the post of District Mass Media and Education Officer or its equivalent 5 other posts for the post of Technical Officer. If the post of Technical Officer is filled by the Health Education and Extension Officer it will be treated as transfer as both the posts carry the same scale and if the Health Education and Extension Officer is promoted to the post of District Mass Media Officer it will be treated as a promotion and naturally the promotion post should carry a higher scale and it is accordingly assigned the above scale. Thus, there is no anomaly of assigning the scale of Rs.9285-21550 to the Technical Officer by PRC 2005 and also to the post of Health Education and Extension Officer. The Commission therefore reiterates this approach of PRC 2005 in assigning the scale of Rs.9285-21550 and is convinced that there is no need to intervene in the issue. Accordingly, the Commission assigns the scale of Rs.16150-42590 corresponding to the existing scale of Rs.9285-21550 to this category.

21 (c). MEDICAL EDUCATION DEPARTMENT

Junior Mould Technician : **Rs.3950-8815**
No. of Posts :

Senior Mould Technician : **Rs.4260-9520**
No. of Posts :

Sri. A.P. Srinivasulu; Sri A.M. Krishnamacharyulu, Mould Technicians, YVC Oncology Wing & RC., Siddhartha Medical College, Vijayawada requested that duties are to prepare moulds and alloy blocks for fixing the Cancer Patients in the Radiotherapy room and in Brachy therapy Radiation room. In this process they are exposed to the high dose of radioactivity sources. Another job work is to make ally blocks to the Cancer Patients to protect nearby important parts of the body and to protect unnecessary radiation exposure. It is requested to assign a higher pay scale on par with Dark Room Assistants.

The post of Junior Mould Technician is filled by direct recruitment; the qualifications are Seventh Class with a certificate of experience as Dental or Mould Technician of not less than 6 months.

The post of Senior Mould Technician is filled by direct recruitment. The qualifications are S.S.C., and must have a certificate of experience as Dental or Mould Technician of not less than 6 months. It can also be filled up promotion from Junior Mould Technician.

The comparison post of Dark Room Assistant is filled by direct recruitment and by promotion from Dark Room Attendant / X-Ray Attendant. The qualifications for direct recruitment are pass in Dark Room Assistant's course for which the entry level qualification was Intermediate in Science group in respect of Private candidates and pass in SSC in respect of in service candidates.

The pay scales given to these categories in the earlier revisions are as below:

Category	1978	1986	1993	1999	2005
	Rs.				
Junior Mould Technician	-	-	1425-2525	2650-4850	3950-8815
Senior Mould Technician	-	-	1535-2840	2870-5470	4260-9520
Dark Room Assistant	450-700	860-1470	1665-3200	3130-6150	4595-10285

Considering the qualifications, duties and responsibilities, the commission recommends the following scales.

Junior Mould Technician	Rs.7100-21250(Rs.4050-9050)
Senior Mould Technician	Rs.7960-23650 (Rs.4595-10285)

Dark Room Attendant / X-Ray Attendant : **Rs.3950-8815**

No. of Posts : 43

Dark Room Assistant : **Rs.4595-10285**

No. of Posts : 53

Radiographer : **Rs.5750-13030**

No. of Posts : 151

Chief Radiographer : **Rs.7200-16925**

No. of Posts : 3

The A.P. Radiographers and Dark Room Assistants Technical Association has requested for assigning higher pay to the Dark Room / X Ray Attendants on par with Dresser.

It is represented that the duties of the Dark Room Assistant are to prepare the Dark Rooms under the supervision of the Radiographer / Chief Radiographer. He is responsible for proper maintenance and cleanliness of the cassettes and screens and hangers etc. It is requested for assigning higher pay scale on par with Lab Technician Grade-II.

It is represented that the duties of the Radiographer are to supervise the work of the Dark Room Assistants and Dark Room Attendants/X-Ray Attendants, Radiographer is also responsible for the maintenance of accounts of the X-Ray film and other materials received for his department. It is requested for assigning higher pay scale on par with E.C.G. Technician.

It is further represented that the duties of the Chief Radiographer include maintenance and attending to the X-Ray and Electro Medical Apparatus. He is incharge of workshops. Chief Radiographer supervises the work of Radiographer, Dark Room Assistants and Dark Room Attendants/X-Ray Attendants. He conducts demonstration classes for the students of Certified Radiographers course and Dark Room Assistant course. It is requested for assigning higher pay scale on par with Head Nurse and Deputy Para Medical Officer (Formerly Non Medical Supervisor (Leprosy)).

The post of Dark Room Attendant/X-Ray Attendant is filled by direct recruitment or by transfer from any other service. The qualifications for direct recruitment are a pass in 8th class and experience in photography / Dark Room work. The post of Dark Room Assistant is filled by direct recruitment and by promotion from Dark Room Attendant / X-Ray Attendant. The qualifications for direct recruitment are a pass in Dark Room Assistant's course for which the entry level qualification was Intermediate in Science group in respect of Private candidates and pass in SSC in respect of in service candidates.

The post of Radiographer is filled by promotion of Dark Room Assistants who have passed Certified Radiology Assistants Course and also by direct recruitment. For direct recruitment also, the qualification is pass in Certified Radiology Assistant's Course. The qualification for taking this course is not B.Sc. for in service candidates, though it is required for private candidates. The post of Chief Radiographers is filled by promotion from Radiographers or X-Ray Technicians or by direct recruitment if suitable candidates are not available for appointment by promotion.

The Dark Room Attendant / X-Ray Attendant have requested for assigning higher pay scale on par with Dresser. The post of Dresser is filled by direct recruitment and by promotion from Attendants. The qualifications prescribed for direct recruitment are (a) Minimum General Education Qualification (b) a certificate of passing First aid Course Examination with practical experience of 2 years as Dresser in Hospital and Nursing Home. The qualifications prescribed for promotion is a pass in 7th class with experience of 3 years as Attendant in the dispensary attached to the Press. The Dark Room Assistant has requested for assigning higher pay scale on par with Lab Technician Grade-II. The Lab Technician Grade-II is filled by direct recruitment and by promotion from Lab Attendants. The qualifications prescribed for direct recruitment are Intermediate with Lab Technician Training Course Certificate.

The Radiographer has requested for assigning higher pay scale on par with E.C.G. Technician. The E.C.G. Technician post is filled by direct recruitment and by promotion from Lab Technician Grade-II. The qualifications prescribed for direct recruitment are Intermediate with 6 months training in E.C.G. The Chief Radiographer has requested for assigning higher pay scale on par with Head Nurse and Deputy Para Medical Officer (Formerly Non Medical Supervisor (Leprosy)). The post of Head Nurse is filled by promotion from Staff Nurse or by transfer from any other service. The post of Deputy Para Medical Officer (Formerly Non Medical Supervisor (Leprosy)) is filled by promotion from Assistant Paramedical Officer.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Dark Room Attendant / X-Ray Attendant	165-250/ 170-275	290-425 / 310-475	740-1150	1425-2525(P) (for those who are in the pay scale of <u>Rs.350-550 in 1978</u>) 1375-2375(FE)	2650-4850(P) (for those who are in the pay scale of <u>Rs.350-550 in 1978</u>) 2550-4550(FE)	3950-8815(P) (for those who are in the pay scale of <u>Rs.350-550 in 1978</u>) 3850-8600 (FE) 3950-8815 (A.C)
Dresser	-	290-425	780-1275	1475-2675	2750-5150	4050-9050
Dark Room Assistant	260-450	450-700	860-1470	1665-3200	3130-6150	4595-10285
Lab Technician Grade-II	260-450	500-800	1010-1800	1875-3750	3550-7150 3750-7650 (A.C.)	5470-12385
Radiographer	290-520	530-850	1010-1800	2075-4270	3950-8150	5750-13030
E.C.G. Technician	-	450-700 / 500-800 / 530-850 / 575-950	1100-2050	2075-4270	3950-8150 4190-8700 (A.C)	6195-14175
Chief Radiographer	410-750	650-1100	1280-2440	2525-5390	4850-10250	7200-16925
Head Nurse	360-700	650-1100	1280-2440	2525-5390	4850-10250	7770-18575
Deputy Para Medical Officer (Formerly Non Medical Supervisor (Leprosy))	410-750	700-1200	1280-2440	2525-5390	4850-10250 5000-10600 (A.C)	8385-19125

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

The duties of Head Nurse are different and they cannot be compared with Chief Radiographer. Similarly the duties of Dy. Para Medical Officers with Chief Radiographer are also not apt as their duties are altogether different.

The Lab Technician Grade II is a feeder category for promotion to the post of E.C.G. Technician. In fact the duties of E.C.G. Technician are different from the duties of Radiographer. Qualifications alone are not a pre-requisite for assigning similar scales of pay. Government have sanctioned Risk Allowance for X-Ray Attendant, Dark Room Attendant, Radiographer and Chief Radiographer. Keeping in view the nature of their duties, we find that the comparison is not valid.

Taking into consideration the nature of duties and all relevant factors, the Commission recommends the following scales.

Chief Radiographer	Rs.13660-38570	(Rs.7770-18575)
Radiographer	Rs.11530-33200	(Rs.6505-15025)
Dark Room Assistant	Rs.9200-27000	(Rs.5200-11755)
Dark Room Attendant /	<u>Rs.7520-22430 (P)</u>	<u>(Rs.4260-9520) (P)</u>
X Ray Attendant	Rs.7100-21250 (FE)	(Rs.4050-9050 (FE))

Lab Attendant : **Rs.4370-9775**
No. of posts : 433

Lab Technician Grade-II : **Rs.5470-12385**
No. of posts : 387

Lab Technician Grade-I : **Rs.6505-15025**
No. of posts : 41

The A.P. Medical Laboratory Technicians Association has requested to assign the higher pay scale of Rs.4595-10285 to the Lab Attendants on par with Dark Room Assistant. The post of Lab Attendant is filled by direct recruitment and by transfer from Lab Attender. The qualifications for direct recruitment are a pass in SSC and one year Lab attendant Course. The qualifications prescribed for appointment by transfer is a pass in 8th class and Laboratory Attenders Certificate. The duties include registration, collection of samples and assisting Lab Technician Grade-II.

The qualifications for the category of Dark Room Assistant are SSC and 6 months training as Dark Room Assistant and he assists Radiographer in the X-ray department and attend to registration work.

It is represented that the duties of Lab Technician's Grade-II are collection of samples, sputum, semen etc., examination of blood, urine, HIV etc. There is thus risk thus involved in the performance of duties. It is therefore requested to assign the higher pay scale of Rs.5750-13030 on par with Radiographer.

According to the service rules, appointment to the post of Lab Technician Grade-II/Lab Technician is made by promotion of Lab Attendants and also by direct recruitment. For appointment by direct recruitment, the minimum qualification is Intermediate with Lab Technician Training Course Certificate. In comparison the post of Radiographer is filled by direct recruitment and by promotion from Darkroom Assistant. The qualifications for direct recruitment are B.Sc., with Physics plus one year Diploma in certified Radiological Assistant Course.

It is represented that the Lab Technician Grade-I is a supervisory post and he is in-charge of the Lab. He maintains Lab material, stock registers and attends to Biochemical tests. It is requested to assign the higher pay scale of Rs.7200-16925 on par with Chief Radiographer. The post is filled by promotion from Lab Technician Grade-II. The post of Chief Radiographer is filled by promotion from Radiographer.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1974	1978	1986	1993	1999	A.C.	2005
	(Rs.)						
Lab Attendant	240-420	410-625	780-1275	1535-2840	2870-5470	2990-5810	4370-9775
Dark Room Assistant.	260-450	450-700	860-1470	1665-3200	3130-6150	-	4595-10285
Lab Technician Grade-II	260-450	500-800	1010-1800	1875-3750	3550-7150	3750-7650	5470-12385
Radiographer	290-520	530-850	1010-1800	2075-4270	3950-8150	-	5750-13030
Lab Technician Grade-I	290-520	575-950	1150-2110	2195-4560	4190-8700	4430-9300	6505-15025
Chief Radiographer.	410-750	650-1100	1280-2440	2525-5390	4850-10250	-	7200-16925

The Anomalies Committee 2004 keeping the nature of duties and responsibilities and as a part of investigating agency, had revised the pay scales of Lab Attendant to Rs.2990-5810, Lab Technician Grade-II to Rs.3750-7650 and Lab Technician Grade-I to Rs.4430-9300 and allowed Risk Allowance of Rs.30 p.m. to Lab Attendant, Rs.40 p.m. to Lab Technician Grade-II and Rs.40 p.m. to Lab Technician Grade-I.

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

Comparison with the Radiography Unit is not valid. The Commission, while rationalizing the pay structure of Laboratory staff, recommends the following scales.

Lab Attendant	Rs.8440-2495 (Rs.4825-10845)
Lab Technician Grade II	Rs.10900-31550 (Rs.6195-14175)
Lab Technician Grade I	Rs.12550-35800 (Rs.7200-16925)

Audiometry Technician	:	Rs.5200-11755
No. of Posts	:	2

Mohd. Shabbeeruddin, Audiometry Technician, Government ENT Hospital, Koti, Hyderabad represented that his duties are to issue Hearing Handicapped Certificates for eligible disabled individuals and also Audiogram checkup reports for the Hard of Hearing patients and he works under the supervision of Professor of Audiologist and Speech Pathologist. It is requested to assign a higher pay scale on par with Lab Technician Grade-II.

The qualification prescribed for admission to the Audiometry Technician course are that one should pass Intermediate with two years diploma, as per the information furnished by the A.P. Para Medical Board.

With regard to Lab Technician Grade-II/Lab Technician the post is filled by promotion of Lab Attendants and also by direct recruitment. For appointment by direct recruitment, the minimum qualification is Intermediate with Lab Technician Training Course Certificate.

The pay scales given to these categories in the earlier revisions are as below:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Audiometry Technician	450-700	860-1470	1595-3020	3550-7150 (after revised rules are issued and individual possesses the <u>qualification</u>) 2990-5810	5200-11755 (after revised rules are issued and individual possesses the <u>qualification</u>) 4370-9775
Lab Technician Grade-II	500-800	1010-1800	1875-3750	3550-7150 3750-7650 (A.C.)	5470-12385

Comparison with Lab Technician Grade II is not correct, as the duties are different. Mere the qualification is not only the criteria but duties and responsibilities are also important factors while determining the pay scale for any category. In the light of the above position, the Commission recommends the scale of Rs.10020-29200 (Rs.5750-13030) as against the existing scale of Rs.5200-11755 for those qualified and Rs.7960-23650 (Rs.4595-10285) for those unqualified.

Dental Hygienist : **Rs.5200-11755**
No. of Posts :

It is represented that the duties of Dental Hygienist are risk prone as they attend to oral cancer patients and others like viz., HIV, TB, Jaundice etc. It is requested for assigning higher pay scale on par with Occupational Therapist and Physiotherapist (Leprosy). A mention of the Judgment in OA No. 3624-3635 of 1991 dt.29-9-1991 was also made.

The minimum qualifications for Dental Hygienist are Intermediate with two year Diploma from an institution recognized by Dental Council of India and one must be registered as Dental Hygienist with the A.P. State Board of Dental Council of India.

The post of Occupational Therapist is filled by direct recruitment. The qualifications prescribed for direct recruitment are Degree with Diploma in Occupational Therapy and if such candidates are not available, then those who possess Diploma in Occupational Therapy without general degree can also be appointed to this post.

The post Physiotherapist (Leprosy) is filled by direct recruitment and by promotion from qualified Leprosy Medico-Social Workers Grade-I (Non-Medical Supervisors) who have undergone training in Physiotherapy. The qualifications prescribed are degree and certificate to the effect that one has undergone training in physiotherapy (Leprosy) at Christian Medical College Hospital, Vellore etc.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Dental Hygienist	-	450-700	1010-1800	1875-3750	3550-7150	5200-11755
Physiotherapist (Leprosy)	480-900	750-1300	1380-2750	2750-5960	5300-11300	7770-18575
Occupational Therapist	430-800	750-1300	1380-2750	2750-5960	5300-11300	9285-21550

The PRC 1993 before whom similar request was made, had observed that comparison with Occupational Therapist and Physiotherapist is not valid as the qualifications, duties and responsibilities are completely different and assigned the scale of Rs.1875-3750. The PRC 1999 had also examined the request and came to the same conclusion. The PRC 2005 has again examined the request of Dental Hygienist and came to the conclusion that parity sought with Physiotherapist (Leprosy) and Occupational Therapist is not acceptable and accordingly recommended the corresponding scale.

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

The Commission, however, taking into consideration the qualifications prescribed and also lack of promotional avenues, recommends the scale of Rs.10020-29200 (Rs.5750-13030) against the existing scale of Rs.5200-11755.

Dental Technician : **Rs.5200-11755**
No. of Posts : 17

It is represented that the Dental Technician duties are hazardous and risk prone when they attend to oral cancer patients. It is therefore requested for assigning higher pay scale on par with Dental Technician MNJ Cancer Hospital, Hyderabad. There are no promotional avenues also to the post.

The post of Dental Technician is filled by direct recruitment. The qualifications prescribed are Intermediate and Diploma in Dental Mechanic Course from any institution recognized by Dental Council of India and must be registered as Dental Mechanic with A.P. State Board of Dental Council of India. The qualification for the Dental Technician MNJ Cancer Hospital, Hyderabad with which comparison is made is also the same and duties and responsibilities are same but the scale of pay is higher than this post of Dental Technician.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Dental Technician	450-700	1010-1800	1875-3750	3550-7150	5200-11755
Dental Technician MNJ Cancer Hospital, Hyderabad	-	1150-2110	2195-4560	4190-8700	6195-14175

As may be seen from the above statement the post of Dental Technician was on the pay scale of Rs.450-700 in 1978 and the PRC 1986 had improved the scale by 3 stages and assigned the scale Rs.1010-1800.

The PRC 1993 had observed that after 1986 PRC a post of Dental Technician in MNJ Cancer Hospital in the scale of Rs.1150-2110 was created and he has therefore assigned corresponding scale of Rs.2195-4560.

The PRC 1999 had while concurring with the views of PRC 1993 assigned the corresponding scale.

The Anomalies Committee, 2008 has observed that the qualifications to man the posts at the entry level are reported to be the same. The quality of care to be assigned to the patients in the specialized cancer hospital or the non-specialized hospitals where all varieties of diseases tend to be treated cannot be different. The Committee granted an enhanced pay scale of Rs.6195-14175 to all the Dental Technicians. But the Government has not accepted the recommendations of the Anomalies Committee.

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

The nature of the work turned out by the Dental Technician in the specialized hospital like MNJ Cancer Hospital cannot be compared with the normal duties of a Dental Technician in various general hospitals. We are, therefore, unable to agree with the recommendations of the Anomalies Committee 2008 for enhanced scales for this category. The Commission however, taking into the qualifications and nature of duties recommends the scale of Rs.10020-29200 (Rs.5750-13030) against the existing scale of Rs.5200-11755.

Dental Technician		
(MNJ Cancer Hospital)	:	Rs.6195-14175
No. of Posts	:	

No representations have been received

The post of Dental Technician in MNJ Cancer Hospital was created in G.O.Ms.No.18 Health Medical & Family Welfare Department, Dated: 15-01-1991. According to the service rules, the minimum qualification is a Diploma from an institute recognized by the Dental Council of India and must be registered as Dental Hygienist with the A.P. State Board of Dental Council of India. The duties are making artificial dentals, maxillofacial appliances and artificial parts for cancer patients.

Considering the Specialized nature of duties in the cancer Hospital the Commission is inclined to assign a higher pay scale and accordingly recommends the scale of Rs.11860-34050 (Rs.6675-15500) as against the existing scale of Rs.6195-14175

Dental Mechanic : **Rs.5200-11755**
No. of Posts :

The Dental Mechanic was in the pay scale of Rs.450-700 in 1978 and it was assigned a scale of Rs.1010-1800 in 1986. In 1993, 1999 and 2005 revisions the corresponding scales of Rs.1875-3750, Rs.3550-7150 and Rs.5200-11755 were assigned. The qualifications are that one must possess Intermediate with 2 years Diploma of Dental Mechanic.

Considering the qualifications and keeping in view the general approach towards para medical staff, the commission recommends the scale of Rs.10020-29200 (Rs.5750-13030) as against the existing scale of Rs.5200-11755.

Auxiliary Nurse Midwife : **Rs.5200-11755**
No. of Posts :

It has been requested to continue the existing parity with Auxiliary Nurse/ Midwives in Medical & Health Department.

According to the service rules appointment to the Auxiliary Nurse Midwives one should pass HSC or its equivalent examination and also undergone the advanced course of training in Mid-Wifely in the Government Hospitals and a certificate having passed the examination in Mid-Wifely.

The progression of scales right from the 1993 is as follows:

Category	1986	1993	1999	2005
	(Rs.)			
Auxiliary Nurse Midwives	950-1670	1875-3750	3550-7150	5200-11755

Considering the qualifications and nature of duties and in tune with the general approach towards Para Medical staff the Commission recommends the scale of Rs.10020-29200 (Rs.5750-13030) as against the existing the scale of Rs.5200-11755.

Ophthalmic Technician : **Rs.5470-12385**
No. of Posts :

There is no representation.

He is at present one stage below the Optometry Technician / Refractionist. The Commission accordingly maintains the exiting relativity and assigns the scale of Rs.10900-31550 (Rs.6195-14175) as against the existing the scale of Rs.5470-12385.

Pharmacist Grade-II	:	Rs.5470-12385
No. of Posts	:	281
Pharmacist Grade-I	:	Rs.6195-14175
No. of Posts	:	28
Pharmacy Supervisor	:	Rs.7770-18575
No. of Posts	:	10

The A.P. Pharmacists Union have represented that the practice of Pharmacy profession is regulated by the Pharmacy Act 1948 and no person other than a registered Pharmacist shall, prepare, mix or dispense any medicine or prescription of a medical practitioner. He is the link between the Physician and patient and holds charge of the dispensary next to Medical Officer. The qualifications prescribed are Diploma in Pharmacy from Polytechnic for Pharmacist Grade-I and Pharmacy Supervisor. A comparison is also made for Pharmacist Grade-II with Ophthalmic Assistant, Staff Nurse and Diploma Engineer etc., and for Grade-I with Head Nurse, Nursing Superintendent Grade-II and Graduate Engineer and for Pharmacy Supervisor with Nursing Superintendent Grade-I and Deputy Executive Engineer. They are also requested to convert the Pharmacy Supervisor post as Pharmacy Officer granting the Gazetted status. Considering the duties and responsibilities the requests made are that many in these categories are stagnated due to bleak promotional chances and therefore stagnation has to be removed by assigning higher scales of pay. The other requests of periodicity of Automatic Advancement Scheme, introduction of second level promotion post scale –II, removal of stagnation, sanction of Patient Care Allowance, Rs.500 as Ration Allowance, Risk Allowance, Clerical Allowance, Uniform Allowance, Non-Practicing Allowance, Additional HRA, etc.

According to the Service Rules, the post of Pharmacist Grade-II is filed by direct recruitment and the minimum qualification is Diploma in Pharmacy. Appointment to the category of Pharmacist Grade-I is made by promotion from Pharmacist Grade-II, while appointment to the post of Pharmacy Supervisor is by promotion from the Pharmacist Grade-I or Grade-II.

The pay scales given to these categories in the earlier revisions are as below:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Pharmacist, Grade-II	290-520	500-800	1010-1800	1975-4010	3750-7650	5470-12385
Pharmacist Grade-I	320-580	550-900	1100-2050	2195-4560	4190-8700	6195-14175
Pharmacy Supervisor	--	--	1330-2630	2600-5580	5000-10600	7770-18575

The post of Pharmacist Grade II are attached to Public Health Centers, while the Pharmacist Grade I will generally will be in District Hospitals, where 4 to 5 Pharmacist Grade II will also be working. The post of Pharmacist Supervisor exists in Teaching Hospitals where all the Pharmacist Grade II and I also exists.

The PRC 1999 before whom these categories requested for assigning the scales of pay on par with other diploma holders (like Asst. Engineers) has observed that comparison sought to be made that categories like diploma engineers is not acceptable and he has accordingly assigned the corresponding scale.

The PRC 2005 while ruling out the comparison with categories like diploma engineers, staff nurses etc., has assigned corresponding scale to Pharmacist Grade II and Grade I and one stage improvement to Pharmacy Supervisor.

The Director of Health in his letter No.08614/E4/A/2009, dt.9.5.2009, has stated that the comparison with Draftsman Grade II may be ignored and requested comparison with Ophthalmic Assistant. There is no promotional channel for the Pharmacist Grade II and 99% of the Pharmacist Grade II are retiring as Pharmacist Grade II only.

He has further stated the duties of Pharmacist are :

- To be Incharge of Medical and Surgical Stores of vaccine.
- To have a check on the date of expiry of drugs and vaccines and to ensure that the druges that are close set date of expiry or used first maintenance usage.
- Explain the drug dosage etc., to the patients at the time of dispensing the drugs participation in all preventive and curative health programmes taken up by the Government.

- Maintenance of accounts of daily issues and receipts of the drugs and vaccines in medical stores to attend call duties round the clock to meet emergencies in case of epidemics natural calamities and disastrous to inspect technical training to the Pharmacy students of Government institutions.
- Maintenance of AIDs control drugs and maintaining T.B. and Leprosy drugs.
- Pulse Polio programme, R&TCP Programme and NWEF reports (monthly and daily) maintenance of OP registers of medical officers in primary health centres.

He is responsible for all requirements of drugs including life saving drugs for the whole hospital.

The latest medicines are highly toxic in nature for which the Pharmacist has to be acquainted with all the phenomena and is directly responsible for any lapse and even punishable in case of errors in dispensing of the drugs. In the absence of the medical officer the Pharmacist have to render first aid and refer emergency cases to near by hospitals. All patients who visits the hospitals will be referred to the Pharmacist where as very limited patients referred to the other para medical staff such as Ophthalmic Assistant, Lab Technicians, Dark Room Assistants, Radiographers etc., for their specialization of services to be rendered by the above para medical staff.

He has finally recommended the scale of Rs.7770-17455 to Pharmacist Grade II on par with Ophthalmic Assistant.

The following statement indicates the duration of course of Ophthalmic Assistant and Pharmacist Grade II

Sl. No.	Category	Qualifications
1	Ophthalmic Assistant	Intermediate + 2 years certificate
2	Pharmacist Grade II	Intermediate + 2 years Diploma for Govt. Polytechnic + 3 months training.

The Scale of pay for the above posts are as follows :

Sl. No.	Category	PRCs			
		1986	1993	1999	2005
1	Ophthalmic Assistant	1280-2440	2375-5040 (P) 2195-4560 (FP)	4550-9600 4195-8700 4550-9600 (AC)	7770-17455
2	Pharmacist Grade II	1010-1800	1975-4015	3850-7650	5470-12350

The Commission has observed that the duration of the course of D. Pharmacy is Intermediate plus two years Diploma plus three months practical training while the duration of the course of Ophthalmic Assistant is a pass in Intermediate plus two years Certificate course.

The Commission has recommended elsewhere in this report recommended the scale of Rs.7200-16925 for future entrants while protecting the scale of Rs.7770-17455 to the existing incumbents as personal.

Taking an overall view of the nature of duties and responsibilities and also the recommendations of the Head of the Department, the Commission is inclined to assign a higher scales of pay to the Pharmacists. Accordingly, the Commission recommends the scale of Rs.10900-31550 (Rs.6195-14175) for Pharmacist Grade II and Rs. 11860-34050 (Rs.6675-15500) to Pharmacist Grade-I and Rs.15280-40510 (Rs.8815-20300) to Pharmacist Supervisor.

Optometrist/Refractionist : **Rs.5750-13030**
No. of Posts : 33

It is represented that the Optometrist duties are to attend out patients and in patients in eye hospitals and District Head Quarter Hospitals, to conduct examination of eye and prescribe spectacles, contact lenses etc. It is requested for assigning higher pay scale on par with Ophthalmic Assistant.

The post of Optometrist is filled in by direct recruitment and also by transfer. The qualification for Direct Recruitment is Intermediate with a pass in two years certificate course of Refractionist and Optician conducted at Sarojini Devi Eye Hospital, Hyderabad. The post of Ophthalmic Assistant is filled by direct recruitment. The qualifications prescribed for direct recruitment are two years diploma from the Regional Institute of Ophthalmology after Intermediate.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Optometrist / Refractionist	530-850	1010-1800 1100-2050*	2075-4270	3950-8150	5750-13030
Ophthalmic Assistant	700-1200	1280-2440	2375-5040(P) 2195-4560(FE)	4550-9600(P) 4190-8700(FE)	7770-18575
				4550-9600 (A.C)	

It is thus seen that there is no parity of scales between the two categories right from 1978.

The PRC 2005 had observed that the post was on the scale of Rs.530-850 in 1978. In 1986 revision, it was given the scale of Rs.1010-1800, which was raised to Rs.1100-2050 pursuant to the recommendation made by Anomalies and Regrouping Committee in 1990. Holding that this post is not comparable with Ophthalmic Assistant a scale of Rs.2075-4270 was assigned in 1993 revision. The corresponding pay scale of Rs.3950-8150 was assigned in 1999 revision and PRC 2005 had assigned the scale of Rs.5750-13030.

The Anomalies Committee 2008 had observed that the entry level qualifications for both the case are the same (i.e.) Optometrist / Ophthalmic and Ophthalmic Assistant viz., Intermediate followed by a two year course. The history of the two posts have been some what in a parallel manner – pay scales often been the same in both the cases except that the posts of Ophthalmic Assistants were created under the special National Programme for control of blindness.

The Committee is more than satisfied that the work carried out by these specialist cadres is almost the same except the Optometrist work is in regional eye and district headquarters hospitals while Ophthalmic Assistant are found in primary health centers only. As stated earlier, both the streams of people carry out the same jobs and the Committee sees no reason for the differentiation sought to be established between them only on pay scales. The Committee accordingly allowed the request and the scale of pay of Optometrist / Refractionist will be done of Rs.7770-18575. But the recommendations were not accepted by Government.

Considering the fact that Ophthalmic Assistant has been carrying a higher scale since 1978 than the scale assigned to the Optometrist / Refractionist. Comparison with Ophthalmic Assistant is therefore not valid. However, keeping in view the rationalization of pay structure of Para Medical staff, the Commission is inclined to improve the scale by two stages and

accordingly assigned the scale of Rs.11530-33200 (Rs.6505-15025) as against the existing scale of Rs.5750-13030.

Medico Social Worker Grade-II: Rs.5750-13030
No. of Posts : 11

Medico Social Worker Grade-I : Rs.6675-15500
No. of Posts :

The A.P. Medico Social Workers Association have represented that the duties of Medico Social Worker Grade-II involve discharging diversified and multifarious duties, exposure to enormous risk from TB, HIV, Hepatitis B, cancer viruses which are an occupational hazard and also involves taking classes to MBBS students and Para-Medical trainees. It is requested for assigning higher pay scale on par with Health Educator (General) and also requested for change of designation as Lecturer in Social Science.

As per Service rules, the category of Medico Social Worker Grade-II is filled by direct recruitment or by transfer from any other service, the minimum qualifications are minimum general educational qualification and a diploma or Certificate in Medico Social Work. The post of Health Educator (General) is filled by promotion from Multi Purpose Health Supervisor (Male and Female) with Diploma in Health Education qualification and one must have put in 3 years of regular service in the category of Multi Purpose Health Supervisor. If suitable candidate of Multi Purpose Health Supervisor category with 3 years regular service is not available, a total service of 5 years including service put in as Multi Purpose Health Assistant (Male and Female) shall be taken into consideration for promotion to the post of Health Educator (General). If even such candidate is not available, promotion is effected directly from the category of Multi Purpose Health Assistants (Male and Female) who have a Degree and Diploma in Health Education and have a minimum service of five years in that post.

With regard to Medico Social Worker Grade I, that as per G.O. Ms. No.374, Medical and Health Department, dt.28.3.1977, one should possess a Master's Degree in Sociology or Diploma in Social Work for recruitment by transfer and for direct recruitment, it is a Master Degree in Sociology or Diploma in Social Work and one or two years experience of having worked in Social Work programme.

The pay scales given to these categories in the earlier revisions are as below:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Medico Social Worker Grade-II	530-850	1050-1945	2075-4270	3950-8150	5750-13030
Health Educator (General).	600-1050	1150-2110	2315-4880	4430-9300 4550-9600 (A.C)	8385-19125

As may be seen from the above statement, Medico Social Worker Grade-II had been assigned corresponding pay scales in 1993, 1999 and 2005 Pay Revisions.

The Anomalies Committee 2008, before whom a plea was made to allow the higher scale, has observed that PRC 2005 had already examined the request for parity with Medico Social Workers (Grade I), working in Siddhartha Government College, Vijayawada. This was an institution taken over by Government from private management. The incumbents were recruited with Post Graduate qualification and were given a higher pay scale. Hence the higher pay scales of Medico Social Workers (Grade I) could not be made applicable to others with lower qualifications.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

The re-designation of posts does not fall within the purview of the Commission. Parity with the Medico Social Worker who were working in former Siddhartha Medical College which was later taken over by the Government and are drawing scale personal to them cannot be accepted.

Considering the qualifications, duties and responsibilities and the fact that they were two stages below the Health Educator, the commission recommends the pay scale of Rs.11530-33200 (Rs.6505-15025) for Medico Social Worker Grade II and Rs.12910-36700 (Rs.7385-17475) for Medico Social Worker Grade I.

Non-Medical Demonstrator : **Rs.6195-14175**
No. of Posts :

Non-Medical Assistant (Non Gazetted) : **Rs.7200-16925**
No. of Posts :

Non-Medical Assistant (Gazetted)	:	Rs.9285-21550
No. of Posts	:	25

The Association of Non-Medical Assistants and Non-Medical Demonstrators have represented that the duties of Non-Medical Assistant (Gazetted) are to Participate in teaching programme of M.B.B.S. Students, P.G. Students in clinical Lab work and in Research work carried out in the department. The Non-Medical Assistant takes classes in concerned subject to the students of the Bachelor of Science in medical Laboratory Technology (B.Sc., M.L.T) and students in Diploma in Medical Laboratory (D.M.L.T.) and conducts Training classes in the Department. Hence, the request is for assigning a higher pay scale of Rs.11755-26300 on par with Civil Assistant Surgeon. Another request is to re-designate the post as Non-Medical Tutor or Non-Medical Lecturer instead Non-Medical Assistant (Gazetted).

The post of Non-Medical Assistant (Gazetted) is filled by direct recruitment and by transfer from Non-Medical Assistant (Non-Gazetted). If no qualified and suitable candidates are available by the method of appointment by transfer then by direct recruitment. The minimum qualification for appointment by transfer is B.Sc., Degree. The qualifications for direct recruitment are M.Sc., first or second class with relevant subjects. The post of Civil Assistant Surgeon is filled by direct recruitment and transfer from A.P. Tribal Health Services. The qualifications for direct recruitment are M.B.B.S. Degree.

The qualification for Non-Medical Demonstrators is B.Sc., (BZC). The promotion post for this category is Non-Medical Assistant (Non-Gazetted).

The duties include clinical, investigation, special analysis of blood and other samples in Micro Biology and Bio Chemistry besides teaching of M.B.B.S. students. Appointment to the post of Non-Medical Assistant (Non-Gazetted) is by transfer of Non-Medical Demonstrator and if no qualified and suitable person is available then by transfer of any other class or category or by direct recruitment. The minimum qualification is M.Sc. (Bio Chemistry) in First or Second Class.

The post of Non-Medical Assistant (Gazetted) is filled by transfer of Junior Analyst and Non-Medical Assistant (Non-Gazetted). If no qualified and suitable candidates are available, then candidates are recruited directly. The minimum qualification for appointment by transfer is B.Sc., and for direct recruitment it is M.Sc., first or second class in the relevant subjects.

It may be seen from the above that the minimum qualifications is only B.Sc., (BZC) for all the posts.

The pay scales assigned for the above three categories during the earlier PRCs are as :

Category	1986	1993	1999	2005
	(Rs.)			
Non-Medical Demonstrator	1100-2050	2195-4560	4190-8700	6195-14175
Non-Medical Assistant (Non Gazetted)	1280-2440	2525-5390	4850-10250	7200-16925
Non-Medical Assistant (Gazetted)	1550-3050	3310-6840	6350-13000	9285-21550

The Non-Medical Demonstrator takes the classes for Lab Technicians. The duties include clinical investigation, special analysis of blood and other samples in Micro Biology and Bio Chemistry besides teaching work.

Considering the qualifications and the nature of duties attended to the Commission recommends one stage improvement to all the three categories as mentioned below.

Non-Medical Demonstrator	Rs.11530-33200	(Rs.6505-15025)
Non-Medical Assistant (NonGazetted)	Rs.12910-36700	(Rs.7385-17475)
Non-Medical Assistant (Gazetted)	Rs.18030-43630	(Rs.10285-24200)

Artist-cum- Draughtsman

Grade-II : **Rs.6195-14175**

No. of Posts :

Sri P. Mohan, Artist-cum- Draughtsman Grade-II, Gandhi Medical College, Secunderabad has represented that the duties are preparation of Bio-visuals, Pictorial Design Charts. Graphics, Interior Display paintings, and holding photographic exhibitions and film projections, besides holding teaching ads in Physiology, Pathology, Biochemistry and Microbiology and labs and Museums and also social Preventive Medicine. It is requested to assigning a higher pay scale on par with Draughtsman-cum-Modeller (Town and Country Planning Department).

The post of Artist-cum-Draughtsman Grade-II is filled by direct recruitment. The qualification prescribed is a certificate of having served as a photographer for a period of not less than three years in a firm of repute, or by promotion from Grade-III or by transfer from any other service.

The pay scales given to these categories in the earlier revisions are as below:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Artist-cum-Draughtsman Grade-II	-	-	2195-4560	4190-8700	6195-14175
Draughtsman-cum-Modeller (Town and Country Planning Department)	-	-	2600-5580	5000-10600	8815-18805

Comparison with Draughtsman-cum-Modeller with Town and Country Planning Department is not correct, as the qualification and duties are entirely different. All along the post is being compared with Asst. Photographer in I&PR Dept. The Commission has however noticed that the duties of Artist-cum-Draughtsman Grade II of Gandhi Medical College are somewhat different, in the sense neither it is Artist nor Draughtsman.

Considering the qualifications, duties and responsibilities, the commission however recommends the pay scale of Rs.11530-33200 (Rs.6505-15025) for the post.

Assistant Librarian : **Rs.6195-14175**

No. of Posts : 20

Librarian : **Rs.8385-19125**

No. of Posts : 9

The A.P. Medical Library Staff Association has represented that the duties of the Assistant Librarian and Librarian relates to general administration of the Library, budgeting and finance control, preparation of the lists of the books and periodicals, planning and development, extending NIC search service, literature search service etc. It is also represented that Assistant Librarian and Librarian working in Libraries of Medical Education Department are having higher duties and responsibilities when compared to their counterparts in Education and other departments. Assistant Librarian is requested for assigning a higher pay scale on par with Junior College Librarian and Librarian has requested for assigning a higher pay scale on par with Degree College Librarian.

The post of Assistant Librarian is filled by transfer or by direct recruitment and the qualification prescribed is a Degree with B.L.Sc., and

Diploma in French or German or working knowledge of French or German. Preference shall be given to those who had experience in Teaching Medical Institution. Appointment to the post of Librarian is made by promotion from Assistant Librarian or for special reasons recruitment by transfer from any other category or by direct recruitment. The qualifications being the same as those prescribed for Librarians are M.L.Sc., with P.G.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	A.C.	2005
	Rs.					
Assistant Librarian (Medical Education Dept.)	530-850	1100-2050	2195-4560	4190-8700	-	6195-14175
Junior College Librarian (Intermediate Education Dept.)	530-850	1100-2050	2600-5580	5000-10600	5980-12100	9285-21550
Librarian (Medical Education Dept.)	650-1100	1330-2630	2600-5580	5000-10600	-	8385-19125
Degree College Librarian (Collegiate Education Department)	800-1450	1810-3230	3640-7580	6950-14425	-	10285-24200

The Pay Revision Commission 1999, assigned the corresponding pay scales of Rs.4190-8700 for Assistant Librarian and Rs.5000-10600 for Librarian observing as follows:

"G.O.Ms.No.278, M&H Department, dt.28-4-1987, a copy of which is filed with the representation and relied upon, contains only instructions to the effect that these posts may be filled by persons possessing a Degree and a Degree or Diploma in Library Science without insisting upon a Diploma in French or German or working knowledge of French or German. Observing that the minimum qualifications under the Service Rules do not stipulate any professional qualification in Library Science at all and that the same needs to be looked into by the Government, 1993 PRC did not agree for this

reason with the comparison sought to be made with Librarians in Degree Colleges and Engineering Colleges."

The PRC 2005 has observed that the draft service rules revising the qualifications on par with Education Department are under active process in Government and the Librarian in Medical Colleges was also conferred Gazetted status by the Government in G.O.Ms.No.171, HM&FW (H1) Department, Dated 1-6-2005 basing on the recommendations of the Anomalies Committee 2004. As the proposed qualifications of Graduation and MLISC or Academic Post Graduation and Bachelors Degree in Library have not been notified, the request for higher scales was not entertained for Assistant Librarian and the Librarian was given a three stage step up from Rs.5000-10600 to Rs.8385-17905.

The Anomalies Committee 2008 before whom the association had represented that rules are bearing amended to ensure that the qualifications for the post of Librarian in the Medical Institutions are brought on par with Degree Colleges and of the Assistant Librarian with those of Junior Colleges did not recommend any change in the absence of issue of orders.

The Commission noticed that the following qualifications were prescribed for the post of Assistant Librarian and Librarian in Medical Colleges in G.O.Ms. No.207, Health Medical and Family Welfare (H) Department, dt.5.6.2008.

Post	Method of appointment	Qualification
Librarian	a) By Promotion	B.A/B.Sc./B.Com. plus M.L.Sc., or M.A./M.Sc./M.Com with B.L..Sc. of a University established under a Central / State Act or an Institute recognized by UGC.
	b) By Direct recruitment or By transfer from any other category.	First or Second Class M.A./M.Sc./M.Com with M.L..Sc., of a University established or incorporated under a Central / State Act or an Institute recognized by UGC. Desirable : 1. Degree in Biology. 2. Knowledge of Computerised databases and experience with a bibliographic utility such as medicine 3. Effective communication skills.
Assistant Librarian	a) By Promotion	B.A/B.Sc./B.Com. plus B.L.Sc., of a University established or incorporated under a Central / State Act or an Institute recognized by UGC.
	b) By Direct recruitment or by transfer from any other category.	B.A/B.Sc./B.Com. plus B.L.Sc., of a University established or incorporated under a Central / State

		Act or an Institute recognized by UGC. Desirable : Degree in Biology. Knowledge of Computerized database.
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In view of the improvement in qualifications, the Commission recommends the scales of Rs. 18030-43630 (Rs.9285-21550) and Rs.20680-46960 (Rs.11755-26300) to the Assistant Librarian and Librarian in Medical Colleges on par with Librarians in Government Junior Colleges and Librarians in Degree Colleges respectively.

Technician (Optometry) : Rs.7770-18575
No. of Posts :

No representations have been received.

According to service rules the qualification prescribed for the category of Technician (Optometry) is a Degree in applied Physics. This is a teaching post in field of applied optics in the school of Optometry.

Considering the qualifications and keeping in view the scale assigned to Ophthalmic Assistant, the Commission recommends the scale of Rs.12550-35800 (Rs.7200-16925) for future entrants while the existing incumbents who are in the scale of Rs.13660-38570 (Rs.7770-18575) will continue to draw the corresponding scale as personal to them.

Assistant Technician (Optometry) : Rs.6195-14175
No. of Posts :

No representations have been made.

According to service rules the post can be filled either by direct recruitment or by transfer from any other service. The qualification prescribed is that one must possess the minimum general educational qualification and a Diploma or a certificate of Refractionist / Opticians Course conducted by Government of A.P.

Keeping in view the intra departmental parities and also the general approach to Para Medical staff, the Commission recommends the Scale of Rs.11860-34050 (Rs.6675-15500) as against the existing scale of Rs.6195-14175.

Junior Analyst : Rs.6675-15500
No. of posts : 18

There is no representation from these categories. The post is filled in by Direct Recruitment. The qualification is M.Sc., (Chemistry). Keeping in view the improvement of the pay scale of similar categories in allied Departments, the Commission recommends the pay scale of Rs.12910-36700 (Rs.7385-17475).

Cardiology Technician	:	Rs.6675-15500
No. of Posts	:	28

The A.P. E.C.G. / Cardiology Technician Association has represented that the duties of the Cardiology Technician are on 8000 MAQ plant which is highly radiation exposing, attending to Angio procedures, operating computerized Treadmill test etc. Another point made out is that they are prone to radiation, which leads to health problems. It is requested for assigning higher pay scale on par with Perfusionist. They have also requested for Risk Allowance. The Association has further requested for change of designation as Chief Cardiology Technician or Senior Technical Officer.

The duties are highly risk prone exposed to occupational hazard in the form of exposure to radiation in the Cathlab and working on various types of high end machines. They also attend to Angiogram, pressure recording, Dye injecting during procedures, PTCA, PBMV, PBPV, RAG, PDA, ASD procedures (performing under 8000 MA radiation lab), computerized treadmill procedures, 2-D Echo with colour doppler studies, TEE procedures, Holter monitor procedures.

The post of Cardiology Technician is filled by direct recruitment or by promotion from lower category. The qualification for direct recruitment is B.Sc. Degree with training in cardiac related areas and 6 months training in ECG as also 4 years experience in Cardiology Department. The qualification for appointment by promotion is Intermediate with the same technical qualifications as prescribed for direct recruitment.

The post of Perfusionist is filled by transfer from Junior Analyst or by direct recruitment in case of non-availability of suitable candidates for appointment by transfer. The qualifications are Degree in Science with Chemistry and five years experience in Cardio Thoracic Department out of which at least four years in open heart surgery unit, training in the method of extra corporal circulation for three months, acquaintance with heart/lung machine etc., and for direct recruitment, the qualification is B.Sc. with Certificate in Medical Laboratory Technology or B.Sc. (Medical Technology) or M.Sc. (Physiology).

Similar request was placed before the earlier PRC 2005 also but the same was not accepted and recommended the pay scale of Rs.6675-15500 to

the Cardiology Technicians. The Anomalies Committee 2008 considering the request of the Cardiology Technician for equation with the Perfusionist, observed that the work of the Cardiology Technician apparently is larger than that of a perfusion technician. The matter was also got examined by the Committee by reference to a technical expert and on the basis of such an advice, the Committee decided that the scale of pay to a Cardiology Technician will be the same as for a Perfusionist viz. Rs.9285-21550. However, the above recommendation was not accepted by Government.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Cardiology Technician (Medical Education Dept.)	450-700 500-800 530-850 575-950	1150- 2110	2315- 4880	4430-9300 4550-9600 (A.C)	6675- 15500
Perfusionist (Medical Education Dept.)	900-1500	1810- 3230	3310- 6840	6350-13000	9285- 21550

As may be seen from the above statement, the Cardiology Technician is always drawing a lesser scale than the Perfusionist from the inception. The Commission came to conclusion that the qualifications prescribed for the Perfusionist are higher than the qualifications prescribed for the Cardiology Technician. Comparison with para Medical Officer (Leprosy) is not apt.

However considering the duties the Commission recommends the scale of Rs.12550-35800 (Rs.7200-16925) as against the existing scale of Rs.6675-15500. As regards, the Risk Allowance, the request is dealt with separately in Volume I.

Staff Nurse : **Rs.6675-15500**
No. of posts : 2580

Head Nurse : **Rs.7770-18575**
No. of posts : 537

**Nursing Superintendent
Grade-II** : **Rs.8385-19125**
No. of posts : 32

**Nursing Superintendent
Grade-I** : **Rs.9285-21550**

No. of posts	:	21
Assistant Director (Nursing)	:	Rs.11755-26300
No. of posts	:	
Deputy Director (Nursing)	:	Rs.12385-27750
No. of posts	:	

The AP Government Nurses Association has represented for assigning a higher pay scale on par with Ophthalmic Assistant. The Public Health Nurses have requested for assigning higher pay scale of Rs.13945-19775 on par with Health Educator (General).

The Association has requested for

- 1) Assigning higher pay scale of Rs.16494-27000
- 2) Change of designation of Head Nurse as Nursing Officer and Senior Head Nurse above 5 years as Assistant Chief Nursing Officer First Gazetted (Zonal)
- 3) Sanction advance increment for those with B.Sc. (Nursing) and the following allowances :
 - i) House Rent Allowance 30%
 - ii) Additional HRA 15% or Rs.1500/- whichever is maximum.
 - iii) Ration Allowance Rs.800/- P.M.
 - iv) Dhobi / Washing Allowance (for 6 sets 58X6 = 348/-).
 - v) Uniform Allowance
 - vi) Risk Allowance of at least Rs.20/- per day (Rs.600/- p.m.)
 - vii) Night Duty Allowance Rs.100/- per night.
 - viii) Blood Bank Allowance Rs.200/- p.m.
 - ix) Transport Allowance.
 - x) Operation Theatre Allowance Rs.600/- p.m.
 - xi) Enhancement of Casual leaves to 60 days per year.
 - xii) Leprosy Allowance.
 - xiii) Tribal Allowance.

- xiv) Aids – (HIV+) Hbs Ag+ (disaster).
- xv) Intensive Care Unit Allowance Rs.300/- p.m.
- xvi) Special Pay for National Holidays General strike, Bandhs, Dharnas or Harthals and Curfew days at the enhanced rate of 200% of wages.
- xvii) Inconvenience Allowance.
- xviii) Non-practicing Allowance or Permission to practice.

In addition, the AP Staff Nurses Association, District Branch, Khammam has requested to assign higher pay scale of Rs.10285-24200. They also requested for payment of Rs.50,000/- to the dependents of Nursing staff who expire on account of AIDs or any contagious disease.

Staff Nurse :

The post of Staff Nurse is filled by direct recruitment, recruitment by transfer from any other service and by promotion of Auxiliary Nurse Midwife or Maternity Assistant possessing the qualifications prescribed for appointment as Nurse. The qualifications prescribed for direct recruitment are Intermediate and a successful training for a period not less than three years in general sick nursing of men and women and for a period 6 months in Mid Wifely training or diploma in general sick nursing and mid Wifely.

The posts with which the Association is seeking parity of scales are Ophthalmic Assistant and Health Educator (General). The qualifications prescribed for Ophthalmic Assistant for direct recruitment are a two year Diploma from the Regional Institute of Ophthalmology after Intermediate. The post of Health Educator (General) is filled by promotion from among the Multipurpose Health Supervisors (Male and Female) and the qualification prescribed is Graduation with Diploma in Health Education and three year service in the category of Multipurpose Health Supervisor.

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

The PRC 1993 stated that the post of staff nurse which was on the scale of Rs.310-560 in 1974 was given the scale of Rs.550-900 in 1978 which was one stage improvement. In 1986 Pay Revision the pay scale was further improved by two stages when the scale of Rs.1150-2110 was given to this category. The pay scale of Rs.2135-4880 was given in 1993 which was an improvement by one stage.

The PRC 1999 before whom the association had made a plea to assign the pay scale on par with Excise Sub Inspector, Dy. Jailor did not agree and assigned the corresponding scale.

The PRC 2005 has assigned the scale of Rs.6675-15025 and this was an improvement by one stage.

The Commission noticed that the minimum qualifications for staff nurses is Intermediate with 3 years training in General nursing. They have to deal with patients suffering from various diseases and thereby they run the risk of infection. In fact, for a patient nursing is as important as diagnosis and treatment of the disease. It is also a fact that nurses attend on the patients with serious risks associated with the disease of patient and therefore their duties are not comparable to others in Government. Any negligence on their part can cause severe damage to the health of patient. In order to attract talent and persons with service motive to take up the posts of staff nurses, the Commission is inclined to improve the pay structure of the Nursing staff in the teaching hospitals as also in non teaching hospitals. Accordingly, the Commission recommends the scale of Rs.12910-36700 (Rs.7385-17475) which is an advancement of two stages.

Head Nurse	:	Rs.7770-18575
No. of posts	:	

Head Nurses duties are to supervise the work of Staff Nurses. Head Nurses are in charge of the Theatres equipment also. This is a promotion post and is filled by promotion from Staff Nurse or by transfer from any other service.

The Head Nurse was in the pay scale of Rs.360-700 in 1974. In 1978 this category was assigned the scale of Rs.650-1100 which was an improvement of one stage. PRC 1999 gave the Head Nurse the scale of Rs.1280-2440 which was again an improvement by one stage. The 1993 PRC had also given an improvement by one stage and assigned the scale of Rs.2525-5380.

The qualifications prescribed for promotion as Head Nurses are successful completion of training for a period of not less than 3 years in general sick nursing and successful completion of training in Psychiatry for a period of 6 months. The PRC 2005 assigned the scale of Rs.7770-18575 to Head Nurse.

The Commission noticed that Head Nurse is incharge of ward and also operation theatre. The Head Nurse has to supervise the functions of the staff nurses working under her supervision.

Considering the nature of services being rendered by the Head Nurses, the Commission, recommends the scale of Rs.14860-39540 (Rs.8385-10125)

Nursing Superintendent
Grade II : **Rs.8385-19125**
 No. of posts :

The Nursing Superintendent Grade-II / Nursing Superintendent Grade-I in the Schools of Nursing functions in Teaching and District Hospitals. It is stated that these categories also go on rounds in hospitals for teaching. In addition they, along with their staff, are drafted for hospital duties during emergencies like strikes, epidemics etc. and that they also have to go on tours for conducting examinations.

The post of Nursing Superintendent Grade-II is filled by promotion from Head Nurse and Nursing Superintendent Grade-I is filled by promotion from Nursing Superintendent Grade-II.

The post of Nursing Superintendent Grade II is the first level gazetted post in the nursing wing. They supervise the work of staff nurses and Head Nurses. The post is filled by direct recruitment and by promotion. For direct recruitment the minimum qualifications is a certificate of 3 years training in a general hospital of over 100 beds approved by the Madras Nurses and Midwives Council or Hyderabad Nursing Council and a certificate of having passed the examination held at the end of the said course and training from an institution registered under Midwives Act.

In 1978, the post was assigned the pay scale of Rs.750-1300 and PRC 1986 assigned a scale of Rs.1380-2750 which was an improvement of one stage. The PRC 1993 has improved the scale by two stages and assigned the scale of Rs.2930-5960. The PRC 2005 has assigned the scale of Rs.8385-19125 to this category. As already observed, it is a first level gazetted supervisory post over the two categories mentioned above. As this is a promotion post for Head Nurse, the Commission recommends the scale of Rs.16150-42590(Rs.9285-21550) to this category.

Nursing Superintendent
Grade I : **Rs.9285-21550**
 No. of posts :

This post to be filled by promotion from Nursing Superintendent Grade II. The qualifications prescribed for Nursing Superintendent Grade II are also applicable to this category. It is stated that the Nursing Superintendent Grade I used to carry the scale of Lay Secretary and Treasurer Grade I.

The Nursing Superintendent (Grade I) posts are available in the teaching hospitals and district hospitals. They are supervising the work of nursing personnel and women Class IV employees.

The following is the progression of the scale from 1974.

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Nursing Superintendent Grade I	600-1100	900-1500	1810-3230	3310-6840	6350-13000	9285-21550

Taking into consideration the duties and responsibilities attached to the post and in consonance with the general approach towards nursing category, the Commission recommends the scale of Rs.18030-43630 (Rs.10285-24200) for Nursing Superintendent Grade I.

Assistant Director (Nursing) : **Rs.11755-26300**
No. of Posts :

This is a promotion post for the Nursing Superintendent Grade I and also filled by promotion from the category of Principal Nursing Tutor. As this is a promotion post, the Commission recommends the corresponding scale of Rs.20680-46960.

Dy. Director (Nursing) : **Rs.12385-27750**
No. of Posts :

This is a promotional post from the category of Principal / Nursing Superintendent Grade I and in case no suitable candidate is available can also be filled by promotion from the category of Assistant Director (Nursing) in terms of G.O.Ms. No.466, Health Medical and Family Welfare Department, dt.16.10.1998. This is the highest post available for the Nursing category. Taking into consideration of the qualifications, duties, the Commission recommends the corresponding scale of Rs.21820-48160.

Public Health Nurse : **Rs.7770-18575**
No. of posts :

Nursing Tutor Grade-II : **Rs.7770-18575**
No. of posts :

Nursing Tutor Grade-I : **Rs.8385-19125**
No. of posts : 7

Principal Nursing Tutor	:	Rs.9285-21550
No. of posts	:	6

The AP Government Nurses Association have represented that the Staff Nurse duties are to deal with patients suffering from various diseases, assist the doctor in Operation Theatres. They are also kept in charge of wards and they therefore, run the risk of contracting the infections etc. The duties of Public Health Nurse mostly revolve round the conduct of practicals of students and guide the students in their clinical areas. The Nursing Tutor Grade-II/ Nursing Tutor Grade-I /Principal Nursing Tutor these are teaching posts in the Schools of Nursing attached to the Teaching Hospitals in the State. It is stated that these categories also go on rounds in hospitals as their students are on training duties there, and that they along with their staff, are drafted for hospital duties during emergencies like strikes, epidemics etc. They have also to go on tour for conducting examinations. The Public Health Nurse has requested for assigning higher pay scale on par with Health Educator (General). They have requested for a higher scale of Rs.13945-19775 and also requested for change of designation.

The post of Public Health Nurse/ Nursing Tutor Grade-II are filled by direct recruitment and by promotion from Staff Nurse. The qualification for direct recruitment are B.Sc., Nursing. The category of Nursing Tutor Grade-I is filled by promotion, by transfer of Nursing Tutor Grade-II. The post of Principal Nursing Tutor is filled by promotion from Nursing Tutor Grade-I.

The posts with which the Association has sought one Ophthalmic Assistant and Health Educator (General). The post of Ophthalmic Assistant is filled by direct recruitment. The qualifications prescribed for direct recruitment are a pass in S.S.C. with two years Diploma from the Regional Institute of Ophthalmology. The post of Health Educator (General) is filled by promotion from among the Multipurpose Health Supervisors (Male and Female) and the qualification prescribed is Graduation with Diploma in Health Education and three year service in the category of Multipurpose Health Supervisor. If suitable candidate of Multi Purpose Health Supervisor category with 3 years regular service is not available, a total service of 5 years including service put in as Multi Purpose Health Assistant (Male and Female) shall be taken into consideration for promotion to the post of Health Educator (General).

The following are the pay scales assigned to these categories in earlier revisions:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Ophthalmic Assistant (Ophthalmic Officer)	-	700-1200	1280-2440	<u>2375-5040(P)</u> 2195-4560(FE)	<u>4550-9600(P)</u> 4190-8700(FE) 4550-9600 (A.C)	7770-18575
Public Health Nurse	-	650-1100	1280-2440	2525-5390	4850-10250	7770-18575
Health Educator (General)	-	600-1050	1150-2110	2315-4880	4430-9300 4550-9600 (A.C.)	6505-15025 8385-19125 (A.C.)
Nursing Tutor Grade-II	360-700	650-1100	1280-2440	2525-5390	4850-10250	7770-18575
Nursing Tutor Grade-I	480-900	750-1300	1380-2750	2930-5960	5640-11300	8385-19125
Principal Nursing Tutor	600-1100	900-1500	1810-3230	3310-6840	6350-13000	9285-21550

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

The Re-designation of posts does not fall within the purview of the Commission.

As may be seen from the above statement, in 1993 revision the pay scales of Nursing Tutor Grade-I and Nursing Tutor Grade-II were improved by one stage. In 1999 revision all the above categories were assigned corresponding pay scales. In the Pay Revision Commission of 2005, the pays of Public Health Nurse, Nursing Tutor Grade-II were improved by two stages.

The Public Health Nurse is on par with Head Nurse. Similarly, Nursing Tutor Grade II is carrying the same pay scale as that of Public Health Nurse. The Nursing Tutor Grade II is feeder category for the post of Nursing Tutor Grade I. Similarly, the Nursing Tutor Grade I is feeder category for Principal Nursing Tutor.

Considering the duties, responsibilities and qualifications, the commission recommends the following pay scales for the above categories.

Public Health Nurse	Rs.14860-39540	(Rs.8385-19125)
Nursing Tutor Grade-II	Rs.14860-39540	(Rs.8385-19125)
Nursing Tutor Grade-I	Rs.18030-43630	(Rs.10285-24200)
Principal Nursing Tutor	Rs.20680-46960	(Rs.11755-26300)

Speech Therapist : **Rs.7200-16925**
 No. of Posts : 1

It is represented that the duties of Speech Therapist are to evaluate Speech & Language of the affected persons, arrive at correct diagnosis, to attend camps conducted by the institute, maintain case records and registers. The request is for assigning the higher pay scale on par with Dietician Rs.9285-21550.

The post of Speech Therapist is filled by direct recruitment. The qualifications are Intermediate + BASLP (Bachelors in Audiology and Speech Language Pathology) which is of 4 years duration after Intermediate. The post of Dietician is filled by direct recruitment and by transfer from qualified Head Nurses from the A.P. Nursing Sub-Ordinate Service. The qualifications for direct recruitment are a Degree or a Diploma in Nutrition and Dietetics which is a one year course.

The pay scales given to these categories in the earlier revisions are as below:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Speech Therapist	-	-	1330-2630	2525-5390	4850-10250	7200-16925
Dietician	600-1100	900-1500	1810-3230	3310-6840	6350-13000	9285-21550

There has been no parity of scales between the two categories from 1986. The post of Speech Therapist did not represent to the earlier PRCs and corresponding pay scales were therefore assigned in the earlier PRCs. Comparison with Dietician is not apt as the duties of the responsibilities are different. However, considering the qualifications, duties and responsibilities, the commission recommends the pay scale of Rs.13660-38570 (Rs.7770-18575) for the post.

Physio-Therapist : **Rs.7770-18575**
 No. of Posts :

Chief Physio-Therapist : **Rs.6195-14175**
 No. of Posts :

No representation have been made.

The post of Chief Physio-Therapist is created in G.O.Ms.No.102 Medical, Health & Family Welfare Department Dated: 25-02-1994. While

creating the above post, the scale of the Physiotherapist was assigned to the Chief Physio-Therapist who should have been given a higher scale.

According to the service rules, the category of Physio-Therapist is filled by transfer from any other service or by direct recruitment. The minimum qualification prescribed is Matriculation and training in Electro Therapy or Physiotherapy or Physical Trainee with special reference to massaging for at least two years from a recognized institution.

The Commission observes that the PRC 1999 have categorically mentioned in his report that rules if any framed governing the category of Chief Physio-Therapist are not placed before the Commission and therefore it is not clear whether the Chief Physio-Therapist is a promotion post for Physio-Therapist. The Commission also came to conclusion that rules governing the above category should not have been framed as otherwise the scale of pay of Chief Physio-Therapist should have been improved. In the absence of the rules, it is not possible to assign any appropriate scale to this category. The Commission however keeping in view the general approach towards para medical staff recommends the following scales.

The Commission also request with the Medical & Health Department to make a review of the rules issued if any or to take action to frame rules for Chief Physio-Therapist.

Category	Existing Scale Rs.	Revised Scale Rs.
Physio-Therapist	7770-18575	14860-39540 (8385-19125)
Chief Physio-Therapist	6195-14175	11860-34050 (6675-15500)

Physical Director (Gazetted) : Rs.8385-19125
No. of Posts :

The A.P. Medical Colleges Physical Directors Association has represented that the duties and responsibilities and qualifications of Physical Directors of Medical Colleges are one and the same with the Degree College Physical Directors, but the scales are less when compared to their counter parts in Education Department. It is requested to assign the higher pay scale of Rs.10285-24200 on par with Physical Directors of Degree College.

The post of Physical Director (Gazetted) is filled by direct recruitment. The qualifications prescribed are Post Graduate Degree i.e., M.A., M.Sc., or M.Com, with a Bachelors Degree in Physical Education or a Bachelors Degree i.e., B.A., B.Sc., or B.Com, with P.G. Degree in Physical Education.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Physical Director (Gazetted) (Medical Education Department)	-	-	2930- 5960	5640- 11300	8385- 19125
Physical Directors of Degree College (Collegiate Education Department)	800- 1450	1810- 3230	3640- 7580	6950- 14425	10285- 24200

This category did not represent to the PRC 1999, however a corresponding pay scale of Rs.5640-11300 was assigned. This category did not represent to the PRC 2005, however a corresponding pay scale of Rs.8385-19125 was assigned.

The Commission noticed that qualifications for the Physical Directors in Medical Colleges were revised in G.O. Ms. No.964, Medical Health and Family Welfare Department, dt.17.4.98 duly prescribing a Post Graduation with the Degree in Physical Education or Post Graduation in Physical Education with a Degree. The PRC in view of the improvement in the qualifications for the post of Physical Directors (Gazetted) in the Medical Colleges recommends the pay scale of Rs.19050-45850 (Rs.10845-25600) on par with Physical Directors in the Degree Colleges who are in State scales.

Health Educator : **Rs.8385-19125**
No. of Posts :

No representation has been received.

The progression of the scales is as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Health Educator	600- 1050	1150- 2110	2315- 4880	4430- 9300	6505-15025
					8385-19125 *

* improved by the Anomalies Committee.

There is a post of Health Educator in the Directorate of Health/Family Welfare. Both these categories were in the same scale of pay till 1999 Pay Revision. The Anomalies Commission, 2004 assigned the pay scale of Rs.4550-9600 to the Health Educator in Directorate of Health/Family Welfare possessing the qualification of Degree/Diploma in Health Education. The Pay Revision Commissioner, 2005 enhanced the pay scale of the Health Educator in the Health/Family Welfare Department and assigned a higher scale of Rs.8385-19125 equating it with the Health Educator (Leprosy) and assigned a corresponding scale to this category. The Anomalies Committee, 2008 equated the posts of Health Educators in the Medical Education and Health/Family Welfare Department treating it is an omission.

We agree with the earlier Pay Revision Commission and Anomalies Committee in bringing all the post of Health Educators on par but defer in assigning the scale of Rs.8385-19125 giving a long jump. The reasons have already been indicated in the discussion on Health Educator in Director of Health / Family Welfare. We have recommended the scale of Rs.7200-16925 for the Health Educator in Directorate of Health/Family Welfare with protection to the existing incumbent. Accordingly the commission recommends the scale of Rs.14860-39540 [Rs.8385-19125(E.I.P)] / Rs.12550-35800 [Rs.7200-16925(FE)].

Lecturer in Clinical Psychology (Formerly Clinical Psychologist):		Rs.9285-21550
No. of posts	:	
Immunologist	:	Rs.9285-21550
No. of Posts	:	
Child Psychologist	:	Rs.9285-21550
No. of Posts	:	

The Lecturers in Clinical Psychology have represented that the basic education qualification for the said post is M. Phil in Clinical Psychology, and the primary responsibilities includes Psycho diagnostic evaluation, Psycho Therapy and training the M.D. (Psychiatry) and Under Graduates Medical (MBBS) and Nursing students. Hence it is important to have the presence of a Clinical Psychologist for MCI recognition for continuing MD / DPM training in Post Graduate training facilities. Hence a pay scale of Lecturer (Rs.10285-25200) on par with other Educational Institutions was requested. It was further represented that the Clinical Psychologist at SVMC Tirupathi, was assigned a pay scale of Rs.10285-24200, even though the duties, responsibilities, work load are equal. Hence it is requested for rectification of above anomaly.

As per Service Rules issued in G.O.Ms.No.154, Health Medical and Family Welfare (A2) Department, Dated 4-5-2002, appointment to this post is made by direct recruitment. The qualifications prescribed for Lecturer in Clinical Psychology including the post of Clinical Psychologist are M.A (Psychology) and P.G. diploma in Medical and Social Psychology. As per the G.O.Ms.No.34 Health Medical and Family Welfare (M2) Department, Dated 31-1-2009, the qualifications of M.Phil in Mental Health & Social Psychology were added.

The Commission considers it appropriate to assign the pay scale of Rs.18030-43630 (Rs.10285-25200) on par with Clinical Psychologist in SVMC, Tirupati.

Bio Chemist	:	Rs.9285-21550
No. of posts	:	12
 Chief Bio Chemist	 :	 Rs.14600-29250
No. of posts	:	3

The Association of clinical Bio Chemists (Non medical) have represented that the services of Bio-Chemist and Chief Bio-Chemist have assumed importance in diagnosis due to supporting investigation related to diagnosis on treatment and they have a vital role in the treatment control and patient care on par with doctors working in laboratories. They also teach Post Graduate students in clinical biochemistry and medical lab technologies etc., in addition to monitoring of investigation work of other technical staff. The requests for assigning higher pay scales to Bio-Chemist and Chief Bio-Chemist on par with Civil Assistant Surgeon and Civil Surgeon respectively. They have further stated that they were on par with Civil Assistant Surgeons till 1993. They have therefore requested to assign the scales on par with Medical personnel.

According to the Service Rules, the post of Biochemist is filled by transfer of Non-Medical Assistant or by direct recruitment. The minimum qualification for appointment by transfer is a P.G. Degree or Hons. Degree in Biochemistry. In case of direct recruitment, it is a P.G. Degree in Chemistry or Biochemistry in First or Second Class or Hons. Degree in Biochemistry.

The post of Chief Bio-Chemist is a promotion post for Biochemist. These posts are located in general, TB and Cancer Hospitals. In comparison the post of Civil Assistant Surgeon is filled by direct recruitment. The qualification for the post of Civil Assistant Surgeon is M.B.B.S. The post of Civil Surgeon is filled by promotion from Deputy Civil Surgeon.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Biochemist	900-1500	1810-3230	3310-6840	6350-13000	9285-21550
Civil Assistant Surgeon	900-1500	1810-3230 (A&RC) 1980-3500	3640-7580	6950-14425 (HPC) 7900-15475	11755-26300
Chief Biochemist	-	2690-4430	5040-8700	9600-16525	14600-29250
Civil Surgeon	1400-2000	2690-4440 (A&RC) 2780-4680	5390-8980	10250-17050 11650-18625 (Task force Committee)	18025-30765

The PRC 1993 had observed that the minimum qualification of Bio Chemist for appointment by transfer is a P.G. Degree or Honours Degree in Bio Chemistry and for direct recruitment, it is a P.G. Degree in Chemistry or Bio Chemistry in First or Second Class or Honours Degree in Bio Chemistry. The post of Chief Bio Chemist was created to afford promotional chances to the Bio Chemist and service rules were yet to be issued. Both these persons conduct clinical analysis in the Bio Chemistry, Pathology labs etc., and assist P.G. and M.B.B.S. students in practicals. Considering the qualifications and duties he has recommended the scale of Rs.3310-6840 and Rs.5040-8700 for Bio Chemist and Chief Bio-Chemist respectively.

The PRC 1999 had observed that comparison with CAS is not justified in view of the differences in the qualifications, nature of duties and responsibilities. He has accordingly recommended the corresponding scales.

The PRC 2005 has also rejected the request for parity with CAS / CS and accordingly assigned the corresponding scales.

Comparison with Civil Assistant Surgeon and Civil Surgeon is not valid as the qualifications, duties and responsibilities are different. The Commission is of the view that no new grounds are advanced for considering parity with Civil Assistant Surgeon and Civil Surgeon. The Commission accordingly having regard to the qualifications, duties and responsibilities

recommends corresponding scales of Rs.16150-42590 and Rs.25600-50560 to the above two categories.

Dietician : **Rs.9285-21550**
No. of posts : 22

Chief Dietician : **Rs.14600-29250**
No. of posts : 4

The Dietician Association, A.P., Hyderabad has represented that the duties of Dietician relate to treatment and recovery of patients in different hospitals. Apart from the duties enunciated below, they are also involved in conducting diet exhibitions, nutrition education by bringing awareness in prevention of heart attacks etc. The Chief Dietitian is the Head of the Department of Dietetics in the teaching and general hospitals of A.P. State with vast experience in the clinical dietetics of Nutrition. They are also involved in teaching to the Post Graduates in the field of dietetics referred from various Universities.

The duties and responsibilities of the Chief Dietician / Dietician are classified in three wings (i.e.) Food Service Management, Nutritional care of patients and Nutrition Education. The details of which :

A) Food Service Management :

- Menu Planning
- Food Purchasing, food storage practices
- Supervision of food preparation and distribution
- Supervision of Sanitation and Hygiene of the Dietary Dept.

B) Nutritional Care of Patients :

- Nutritional Assessment
- Planning of diets, provision of adequate diets to the patients
- Diet counseling
- Effectiveness of Dietary management in patient care

C) Nutrition Education :

- Imparting Nutrition Education to Nurses, Para Medical workers

They have therefore requested for assigning higher pay scales.

According to the Service Rules, appointment to the post of Dietician is made by transfer of qualified Head Nurse and if no qualified person is available by direct recruitment. The qualifications prescribed for direct recruitment are B.Sc., and one-year course of Diploma in applied Nutrition and Dietetics.

The post of Chief Dietician is filled by promotion of Dietician with five years service and the qualifications prescribed are B.Sc., or B.Sc. (Nursing) and Diploma in Applied Nutrition and Dietetics or pass in Dietician examination of a recognized Institution (G.O.Ms.No.448 HM&FW Dept., dated 25.8.1993).

The pay scales given to these categories in the earlier revisions are as follows:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Dietician	600-1100	900-1500	1810-3230	3310-6840	6350-13000	9285-21550
Chief Dietician	-	-	2690-4440	5040-8700	9600-16525	14600-29250

The PRC 1993 while examining the request of the above association had observed that this is a post with very high salary level and very low level technical qualifications. In Government, in most cases posts with a minimum qualification of degree and diploma of this type carry a pay scale of around Rs.1150-2110. Even in the Medical and Health Department posts with the similar qualifications are in the scale of Rs.1280-2440. He has accordingly assigned the scale of Rs.3310-6840 for Dietician and Rs.5040-8700 for Chief Dietician.

The PRC 1999 has also observed that the qualifications prescribed for the post of Dietician are B.Sc., or B.Sc., (Nursing) and a Diploma in Applied Nutrition and Dietetics or a pass in Dietician examination vide G.O.Ms. No.448, Health, Medical and Family Welfare Department, dt.25.08.1993. Keeping in view the above qualifications, he has assigned the corresponding scale of Rs.6350-13000 for Dietician and Rs.9600-16575 for Chief Dietician.

The PRC 2005 has while taking into consideration the qualifications, duties and responsibilities and the existing relativities, recommended the corresponding scale of Rs.9285-19775 and Rs.14305-25965 for Dietician and Chief Dietician respectively.

The Anomalies Committee 2008, when these categories represented has observed that parity with whom they sought was never existed and therefore he does not see any reason to modify the scales.

Considering the qualifications, duties and responsibilities, the Commission came to conclusion that there are no new grounds that warrant to take a difficult view and accordingly recommends the corresponding scales Rs.16150-42590 and Rs.25600-50560 to the above two categories

Occupational Therapist : **Rs.9285-21550**
No. of Posts : 13

The Provincial Physio Occupational Therapists Association has represented that the duties of Occupational Therapists include treatment of different types of disorders relating to Medical, Surgical, Neurological, Orthopedic, Psychiatry conditions. It is further stated that occupational therapy is preferred in the field of Physical medicine and Medical rehabilitation. It is requested for assigning a higher pay scale to Occupational Therapists on par with Physiotherapist of A.P. Vaidhya Vidhana Parishad (Rs.10285-24200).

Appointment to the above category is made by transfer from other services and if no qualified person is available, by direct recruitment. The minimum qualification is a Degree with Diploma in Occupational Therapy and if such candidates are not available then those who possess Diploma in Occupational Therapy without general degree can also be appointed to this post.

The pay scales given to this category in the earlier revisions are as below:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Occupational Therapist	750-1300	1380-2750	2750-5960	5300-11300	9285-21550

This post was in the pay scale of Rs.430-800 in 1974. It was given the scale of Rs.750-1300, which is an advancement by one stage in 1978 Pay Revision. The PRC 1986 has assigned a scale of Rs.1380-2750 which was again an improvement by one stage. The PRC 1993 had again improved the scale by one stage and assigned the scale of Rs.2750-5960. The Anomalies Committee 1995 before whom a plea was made for assigning a high scale, did not agree for modification of the scales of PRC 1993. The PRC 1999 had assigned a corresponding scale.

The PRC 2005 has also examined the request of the Occupational Therapist at length. He noticed that according to the amended rules, the qualification prescribed is a Bachelor Degree in Occupational Therapy. The posts of Occupational Therapist were also conferred gazetted status in G.O.Ms.No.171, Health Medical and Family Welfare, dt.1.6.2005 basing on the recommendation of Anomalies Committee 2004. The PRC 2005 had come to the conclusion that the period spent by Occupational Therapist 4 ½ years after Intermediate cannot be equated with M.B.B.S. degree. The duties of the two categories are also different. Taking into consideration the duties entrusted to this category, he assigned the scale of Rs.9285-19775 which is an advancement by 4 stages.

Comparison with Physiotherapist of A.P. Vaidhya Vidhana Parishad is not valid and the personnel working in the above Parishad are governed by separate service conditions.

Considering the qualifications, duties and responsibilities, the commission recommends the pay scale of Rs.16150-42950 corresponding to the existing scale of Rs.9285-21550.

Perfusionist : **Rs.9285-21550**
No. of Posts :

No representations have been made.

According to service rules appointment to this category is made by transfer of Junior Analyst or by direct recruitment. The qualifications are Degree in Science with Chemistry and 5 years experience in Cardio Thoracic Department out of which at least 4 years experience in open Heart Surgery Unit, training in the method of extra corporal circulation for 3 months, acquaintance with Heart / Lung Machine etc. For direct recruitment the minimum qualification is B.Sc. with certificate in Medical Laboratory Technology or B.Sc. (Medical Technology) or M.Sc. (Physiology) and the training / qualification / experience mentioned in respect of appointment by transfer.

The Commission finds that the existing scale is adequate. Accordingly, the Commission assigns the corresponding scale to the existing scale of Rs.16150-42590 (Rs.9285-21550).

Lecturer in Nuclear Medicine
Technologist : **Rs.10285-24200**
No. of Posts : 2

It is represented that the Lecturer in Nuclear Medicine Technologist duties are hazardous as he has to work with various radioactive isotopes. He has also to attend the teaching work of Nuclear Medicine Techniques involving post graduates, graduates and under graduates in the Medical and Health Department. It is requested to maintain parity with Assistant Professor.

The post of Lecturer in Nuclear Medicine Technologist is filled by direct recruitment and by promotion from Chief Radiographer with B.Sc. and one year P.G. Diploma in Medical Radioisotope Techniques at B.A.R.C. The qualifications prescribed for direct recruitment are M.Sc., (Physics). The post of Assistant Professor is filled by promotion from Lecturer.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Lecturer in Nuclear Medicine Technologist	-	-	3310-6840	6350-13000	9285-21550
				6950-14425 (A.C.)	10285-24200 (A.C.)
Assistant Professor	-	-	3310-6840	6350-13000	10285-24200
				6950-14425 (A.C.)	

The observations of PRC 1999 are as follows:

As evident from G.O.Ms.No.460, HM & FW (M1) Department, dated 12.9.1994, two posts of Technologists were converted into Lecturer in Nuclear Medicine Techniques and Radiation Safety Officer in King George Hospital, Visakhapatnam on the pay scale of Rs.1810-3230. According to the adhoc rules framed in the said G.O., appointment to these posts shall be made by recruitment by transfer from the category of Technologist, Nuclear Medicine/ Chief Radiographer/ Radiographer and by direct recruitment in case suitable candidates are not available. The qualification prescribed for the method of transfer is Second Class M.Sc. Degree in Nuclear Physics or Physics or Chemistry or Zoology or Bio-Chemistry or Life Science or Microbiology and pass in P.G. Training course in Medical Radio Isotope Techniques from B.A.R.C. In case candidates with M.S. are not available, candidate with B.Sc. (Second Class) can also be considered. For direct recruitment, the qualification prescribed in First Class M.Sc. Degree in Nuclear Physics / Physics / Chemistry/ Zoology / Bio-Chemistry/ Life Sciences / Microbiology and P.G. Training Course in Medical Radio Isotope Techniques from B.A.R.C.

The PRC has accordingly assigned the corresponding scale of Rs.6350-13000. The above category did not represent to PRC 2005. The Commission had accordingly assigned the corresponding scale of Rs.9285-21550.

The Commission noticed that there is another post by name Lecturer in Radiological Physics and Radiological Physicist / Physicist in the scale of Rs.10285-24200. The qualification for the above post and also for the post of Lecturer in Nuclear Medicine Technology are one and the same and the natures of duties are more or less similar.

The Commission considering the qualifications and nature of duties attached to both posts assign the scale of Rs.19050-45850 (Rs.10845-25600) to Lecturer in Nuclear Medicine Technologist as also to Lecturer in Radiological Physicist and Radiological Physicist / Physicist.

Civil Assistant Surgeon	:	Rs.11755-26300
No. of Posts	:	2411
Deputy Civil Surgeon	:	Rs.14600-29250
No. of Posts	:	
Civil Surgeon	:	Rs.18025-30765
No. of Posts	:	639
Civil Surgeon Special Grade	:	Rs.19675-30765
No. of Posts	:	84
Additional Director	:	Rs.23500-30765
No. of Posts	:	1
Director	:	Rs.25600-30765
No. of Posts	:	1

It is represented that the cream of student community opts for medical profession after a tough entrance examination. The duration of studies is 4 ½ years with University examination every year. Thereafter they undergo compulsory exposure as House Surgeons for one year. Subsequently, the duration of the post graduation courses is three years and the duration of the super speciality courses is 6 years after MBBS. The Medical graduates have to revalidate their certificate every five years and have to necessarily update their knowledge and keep themselves abreast of recent developments in their respective fields. Recognizing this fact, the Task Force Committee has recommended Academic Allowances. The medical profession demands high skills, accuracy, proficiency and above all abundant care. The request is to assign pay scales of the Medical Officers of the Central Government Health Services and the pay scale of the Medical Officers of the ESI Corporation to

the Medical Officers of the Insurance Medical Services Department. The other requests include Assured Career Progression on the lines of Central Health Services to all Non Teaching doctors, 25% of Non Private Practice Allowance, Rural Allowance, and Tribal Allowance etc.

The post of Civil Assistant Surgeon is filled by direct recruitment and by transfer from A.P. Tribal Health Services. The qualifications prescribed for direct recruitment are M.B.B.S. Degree.

The post of Deputy Civil Surgeon is filled by promotion from Civil Assistant Surgeon not less than 4 years of service as Civil Assistant Surgeon.

The post of Civil Surgeon is filled by promotion from Deputy Civil Surgeon.

The post of Special Grade Civil Surgeon is filled by promotion from Civil Surgeon.

The post of Additional Director is filled by promotion from Special Grade Civil Surgeon.

The post of Director is filled by promotion from Additional Director.

The pay scales of the above categories in the successive revisions are indicated below:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Civil Assistant Surgeon	900-1500	1810-3230 / 1980-3500 (A&RC)	3640-7580	6950-14425 / 7900-15475 (HPC)	11755-26300
Deputy Civil Surgeon	1150-1700	2150-3690 / 2240-3860 (A&RC)	4400-8700	8400-16525 / 9600-16525 (HPC)	14600-29250
Civil Surgeon	1400-2000	2690-4440 / 2780-4680 (A&RC)	5390-8980	10250-17050 / 11650-18625 (HPC)	18025-30765
Civil Surgeon Special Grade	1700-2250	2880-4930	5770-9260	10950-17575 / 12550-18625 (HPC)	19675-30765
Additional Director	1800-2350	3090-5140	6150-9820	11650-18625 / 13450-19150 (HPC)	23500-30765
Director	2000-2500	3580-5380	7580-10100	14425-19150 / 15475-19675 (HPC)	25600-30765

The Medical profession is a noble profession and the Doctors are responsible for the health of the people. It is the first preference of the students who are meritorious in EAMCET. The study involves devotion and concentration. There is a need to compensate the medical officers reasonably. At the same time, the Commission notes that Government has always shown consideration to the Medical Officers in resolving their issues on a priority basis. The Doctors are the highest paid category of State employees. As regards assigning salaries of Medical Officers on par with their counterparts of the Central Government Health Services, the Commission feels that it is outside its scope. The Central Pay Scales are based on certain parameters which are not applicable to the State and are revised once in ten years.

Taking into account of various factors, the Commission assigns the following scales:

Civil Assistant Surgeon	:	Rs.11755-26300
Deputy Civil Surgeon	:	Rs.14600-29250
Civil Surgeon	:	Rs.18025-30765
Civil Surgeon Special Grade	:	Rs.19675-30765
Additional Director	:	Rs.23500-30765
Director	:	Rs.25600-30765

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

The above scales are also applicable to the Doctors working in Insurance Medical Department, Health and Family Welfare Departments.

Lab Assistant	:	Rs.6195-14175
No. of posts	:	
Public Health Nursing Officer (Formerly District Public Health Nursing Supervisor)	:	Rs.9285-21550
No. of posts	:	
Public Health Supervisor	:	Rs.9285-21550
No. of posts	:	

Senior ECG Technician	:	Rs.6675-15500
No. of posts	:	
Cathlab Technician	:	Rs.6675-15500
No. of Posts	:	
Perfusion Technician	:	Rs.6195-14175
No. of posts	:	
Prostrate Technician	:	Rs.6195-14175
No. of posts	:	
Assistant Orthoptist	:	Rs.6195-14175
No. of posts	:	
Orthoptist Technician	:	Rs.5200-11755
No. of posts	:	
Orthoptist	:	Rs.7200-16925
No. of posts	:	
Para Medical Assistant	:	Rs.6505-15025
No. of posts	:	
Para Medical Officer (Leprosy)	:	Rs.9285-21550
No. of posts	:	
Assistant Physio Therapist	:	Rs.5200-11755
No. of posts	:	
Dialysis Technition (Artificial Kidney Mission Operator)	:	Rs.5470-12385
No. of posts	:	

No representations have been received from the employees Associations. The Commission could not lay its hands on the recruitment rules. The Commission is fully convinced that there is a need to improve the Para Medical facilities in the Teaching Hospitals, Non Teaching Hospitals, Primary Health Centres etc., as there are constraints in the employment of the Para Medical Staff over a period of time. The Commission in order to attract more talented people to retain them and to give the boost to the Public Health System and Nursing facilities is inclined to improve the pay scales of the various Para Medical cadres.

The Commission has tried to bestow special attention to the Para Medical posts in the Department with Para Medical requirements in the process, the Commission make a beginning that posts of this nature within the Department with similar qualifications and similar nature of work have parity. The Commission observes that department has to pay particular attention to Para Medical personnel directly assisting the Doctors so that the qualifications, promotional opportunities and scales are made comparable to the extent possible within the department. It is even more essential in respect of those Para Medical categories of a specialized nature which have recently come into being.

However, keeping in view the approach towards Para Medical Staff in the Medical and Health Department, the Commission intends to improve the pay scales of the Para Medical Staff. Accordingly, the Commission recommends the following scales against the scales indicated therein.

	Existing scale Rs.	Proposed scale Rs.
	-----	-----
Lab Assistant	6195-14175	11860-34050 (6675-15500)
Public Health Nursing Officer (formerly District Public Health Nursing Supervisor)	9285-21550	18030-43630 (10285-24200)
Public Health Supervisor	9285-21550	18030-43630 (10285-24200)
Senior E.C.G. Technician	6675-15500	12550-35800 (7200-16925)
Cathlab Technician	6675-15500	12550-35800 (7200-16925)
Perfusion Technician	6195-14175	11860-34050 (6675-15500)
Prostrate Technician	6195-14175	11860-34050 (6675-15500)
Asst. Orthoptist	6195-14175	11860-34050 (6675-15500)

Orthoptist Technician	5200-11755	10020-29200 (5750-13030)
Orthoptist	7200-16925	13660-38570 (7770-18575)
Para Medical Assistant	6505-15075	12550-35800 (7200-16925)
Para Medical Officer (Leprosy)	9285-21550	16150-42590 (9285-21550)
Asst. Physio Therapist	5200-11755	10020-29200 (5750-13030)
Dialysis Technition (Artificial Kidney Mission Operator)	5470-12385	10900-31550 (6195-14175)

Principal, Multipurpose Health : 8385-19125
Workers School (Formerly
Known As Nursing Supervisor/
Principal ANM Training School)

No. of posts :

No request has been received.

According to Service Rules, the post is filled by promotion from the category of Nursing Tutor Grade II / Head Nurse or by direct recruitment. The qualification for direct recruitment is B.Sc. (Nursing).

The Commission has assigned the scale of Rs.8385-19125 to the Head Nurse which is a feeder category for the post of Principal, Multipurpose Health Workers School (formerly known as Nursing Supervisor / Principal ANM Training School). The Commission therefore recommends Rs.15280-40510 (Rs.8815-20300) for this category as against the existing scale of Rs.8385-19125 duly maintaining the parity.

Health Sub-Inspector : Rs.5470-12385(P)
Rs.5200-11755(FE)

No. of Posts :

No representation has been made.

According to service rules the minimum qualifications is Sanitary Inspector Training Course Certificate. In G.O.Ms.No.97 Medical & Health Department Dated.08-02-1984 Health Assistant, Vaccinator along with other re-designated Multipurpose Health Assistants were all given the scale of Rs.500-800 in 1978 pay scales. The category of Health Sub-Inspector was not explicitly shown in the above Government Order. However, in G.O.Ms.No.85 Medical & Health Department Dated: 21-01-1978 the post was included in category of Health Assistants and from then onwards he has been drawing the scale as applicable to Multi Purse Health Assistants. The Commission has recommended the scale of Rs.5750-13030 to Multipurpose Health Assistants. In order to maintain the parity, the Commission recommends the scale of Rs.10020-29200 (Rs.5750-13030) to Health Sub-Inspector.

Midwifery Tutor / Sister Tutor : Rs.7770-18575
 No. of Posts :

No representation has been made.

The Anomalies Committee enhanced the pay scale from Rs.7200-16925 to Rs.7770-18575 on par with Head Nurse.

The Commission is inclined to maintain the existing parity with Head Nurse and accordingly recommends the scale of Rs.14860-39540 (Rs.8385-19125) as against the existing scale of Rs.7770-18575

21 (d). DRUGS CONTROL ADMINISTRATION DEPARTMENT

General

The Drugs Control Administration Department used to function under the Directorate of Medical Services. Subsequently it was separated and formed as a separate Directorate in October 1991. The Department implements:-

- 1) The Drugs and Cosmetics Act, 1940 and rules made there under.
- 2) Drugs (Price Control order), 1995 of Government of India.
- 3) The Drugs and Magic Remedies (Objectionable Advertisements) Act 1954 and rules made there under and
- 4) The Andhra Pradesh Narcotic Drugs and Psychotropic Substances Rules, 1986 (License Heart).

There are two wings namely Laboratory Wing and Enforcement wing.

There are two Drug control laboratories one at Hyderabad and the other at Vijayawada to undertake chemical analysis. This department is headed by Director General Drugs and Copy Rights and he is assisted by Joint Directors, Senior Scientific Officers, and Drugs Inspectors etc.

Lab Technician	:	Rs.4825-10845
No. of posts	:	4

S/Sri K. Ramakrishna and Ch. Nagendhra Babu Lab Technicians represented that they were appointed with Tenth qualification and there was no promotion channel for the Lab Technicians at that time. Subsequently, the rules were amended vide G.O. Ms. No. 411, HM&FW Dated 11.8.1994. According to the amended rules, the post of Lab Technician is filled by Direct Recruitment and by promotion from the category of Laboratory Attendant. The qualification for Direct Recruitment is B.Sc., with Chemistry. For promotion the qualification is B.Sc. Further, the post of Lab Technician has been made as a feeder category to the post of Junior Analyst for which Direct Recruitment is also there. The qualification is Bachelors Degree in Pharmacy or M.Sc. or its equivalent qualification in Chemistry, Bio – Chemistry, Micro Biology or B.Sc. with Chemistry as one of the subjects or its equivalent examination with AIC (Associate Diploma of the Institute of Chemistry) With the creation of promotion channel and prescription of higher qualifications,

these persons were denied Special Adhoc Promotion posts. It is requested to allow Special Adhoc Promotion posts.

The Commission in the Chapter under Automatic Advancement Scheme in Volume I had examined this as a general issue and made appropriate recommendations.

The Commission assigns a corresponding scale Rs.8440-24950 (Rs.4825-10845)

Junior Analyst	:	Rs.7200-16925
No. of Posts	:	31

It is represented that that the Junior Analyst in Laboratory wing is appointed with two different qualifications of M.Sc. Chemistry and B. Pharmacy. The Junior Analyst with B. Pharmacy is the feeder category for the category of Drug Inspector in Enforcement Wing. It is requested to assign the pay scale of Rs.8815-20300 to this category. The Junior Analyst with M.Sc., Chemistry, Bio Chemistry, Microbiology qualifications forms feeder category to the post of Junior Scientific Officer in Laboratory wing. It is requested to assign the pay scale of Rs.9285-21550 to this category.

It is also requested to correct the disparity in the pay scales on par with their counterparts in other departments like Ground Water and Mines & Geology. It is requested to assign the pay scale of Rs.9285-21550 to the Junior Analyst (Laboratory Wing) on par with Assistant Chemist in Ground Water Department and Rs.10285-24200 to the Junior Analyst (Enforcement Wing) on par with Chemist in Mines & Geology Department.

Their requests include re-designation of Junior Analyst as Drug Analyst and assign the Technical Scale to Technical Post i.e., Drug Analyst (Junior Analyst).

The qualifications for the post of Junior Analyst in Drugs Control Administration Department, Assistant Chemist in Ground Water Department and the Chemist in Mines and Geology Department are as under:

Category/ Department	Method of Recruitment	Qualifications	
		Direct Recruitment	By promotion /Transfer
Junior Analyst in Drugs Control Administration	By Direct Recruitment/ promotion from the category of Lab Technician	Bachelors Degree in Pharmacy or M.Sc. or its equivalent qualification in Chemistry, Bio – Chemistry, Micro Biology or B.Sc. with Chemistry as one of the subjects or its equivalent examination with AIC (Associate Diploma of the Institute of Chemistry) in Chemistry by passing the said examination with Analysis and Drugs and Pharmaceuticals	
Assistant Chemist	Direct Recruitment and by transfer from the category of Laboratory Assistant	M.Sc., in Chemistry or a Degree in Chemical Engineering	
Chemist in Mines and Geology	By promotion from the category of Assistant Chemist		M.Sc., or M. Tech., in Chemistry with three years of service in the lower category

The pay scales of the Junior Analyst in other Departments from time to time are mentioned below:

Category	1978	1986	1993	1999	2005
	Rs.				
Junior Analyst	650- 1100	1230- 2330 1280- 2440 *	2375- 5040	4550- 9600	7200- 16925
Assistant Chemist (Ground Water)	800- 1450	1550- 3050	3110- 6380	5980- 12100	9285- 21550
Chemist (Mines & Geology)	900- 1500	1810- 3230	3640- 7580	6350- 13000	10285- 24200

* A/RGC.1989

As may be seen from the above, the Junior Analyst in the Drugs Control Administration Department is always in a lower scale. It is not correct to say that the qualifications of Junior Analyst are on par with the Assistant Chemist in Ground Water Department and Chemist in the Mines and Geology Department. The minimum qualifications prescribed for Assistant Chemist are higher and the recruitment is at a higher level.

This request was examined by the earlier PRCs and not agreed to.

The post of Junior Analyst can however be compared with Junior Analyst in Medical & Health Department. The Commission has recommended the scale of Rs.13660-38570 (Rs.7770-18575) for the post of Junior Analyst in Medical and Health Department. The Commission accordingly recommends the scale of Rs.13660-38570 (Rs.7770-18575) as against the existing scale of Rs.7200-16925

The re-designation of posts does not come under the purview of this Commission.

Drug Inspector : **Rs.9285-21550**
No. of Posts : 10

It is requested to assign the pay scale of Rs.10845-25600 on par with Inspector of Factories on the plea that the qualifications prescribed for the post are higher.

The method of recruitment of the post of Drug Inspector and Inspector of Factories and the qualifications are as indicated below:

Category/ Department	Method of Recruitment	Qualifications	
		Direct Recruitment	By promotion /Transfer
Drug Inspector	By Direct Recruitment/ transfer from Junior Analyst	Degree in Pharmacy or Pharmaceutical Science or Medicine with specialization in Clinical Pharmacology or Micro Biology.	
Inspector of Factories*	By Direct Recruitment/ promotion from the category of Draughtsman	Degree in Mechanical or Electrical or Chemical or Industrial or Electronics Engineering	

(The post of Inspector of Factories is second level promotion post to the Assistant Draughtsman which is filled in by Direct Recruitment with Diploma in Civil or Mechanical Engineering).

The pay scales of the Drug Inspector and other comparable posts are given in earlier revisions for these categories are shown below.

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Drug Inspector	530-1050	800-1450	1550-3050	3110-6380	5980-12100	9285-21550
Inspector of Factories	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10845-25600

The post of Drug Inspector is not comparable to the post of Inspector of Factories as the requirements of both the posts are different and also the qualifications are higher. Further, the Inspector of Factories is drawing a higher scale of pay from inception.

The Pay Revision Commissioner, 2005 improved the pay scale by one stage. The Commission recommends the corresponding pay scale of Rs.16150-42590 (Rs.9285-21550).

The other requests are dealt with in the relative chapter in volume-I of the report.

Assistant Director	:	Rs.10285-24200
No. of Posts	:	14
 Deputy Director	 :	 Rs.12385-27750
No. of Posts	:	2
 Joint Director	 :	 Rs.14600-29250
No. of Posts	:	2
 Director	 :	 Rs.19675-30765
No. of Posts	:	1

The request is to equate these posts with their counterparts in the Factories Department as indicated below:

Drugs Control Administration Department	Factories Department
Assistant Director	Senior Inspectress of Factories
Deputy Director	Deputy Chief Inspector of Factories
Joint Director	Joint Chief Inspector of Factories
Director	Director of Factories

The post of Assistant Director is filled by promotion from the category of Drug Inspector and it forms feeder category to the post of Deputy Director. The post of Joint Director is filled from the Deputy Director and the Director is the promotion post to the Joint Director.

The pay scales of the Assistant Director, Deputy Director, Joint Director and Director Posts from time to time are as under:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Assistant Director Drugs	-	-	3640-7580	6950-14425	10285-24200
Senior Inspectress of Factories	-	-	4140-8140	7900-15475	11755-26300
Deputy Director of Drugs	-	-	4400-8700	8400-16525	12385-27750
Deputy Chief Inspector of Factories	1400-2000	2410-4050	4400-8700	8400-16525	13390-28500
Joint Director Drugs	-	-	5040-8700	9600-16525	14600-29250
Joint Chief Inspector of Factories	1700-2250	2780-4680	5770-9260	10950-17575	18025-30765
Director Drugs	2000-2500	3580-5380	6610-9820	12550-18625	19675-30765
Director of Factories	2000-2500	3580-5380	7580-10100	14425-19150	23500-30765

As already discussed earlier, the categories of this Department are not comparable with the categories in the Factories Department. The existing parities may continue and accordingly, the following corresponding pay scales are assigned to these categories:

Assistant Director	:	Rs.18030-43630 (Rs.10285-24200)
Deputy Director	:	Rs.21820-48160 (Rs.12385-27750)
Joint Director	:	Rs.25600-50560 (Rs.14600-29250)
Director	:	Rs.34050-54360 (Rs.19675-30765)

**20 (e). INSTITUTE OF PREVENTIVE MEDICINE PUBLIC
HEALTH LABS FOOD (HEALTH)
ADMINISTRATION DEPARTMENT**

Lab Attendant	:	Rs.4370-9755 Rs.4260-9520 Rs.3850-8600 (U.Q))
No. of Posts	:	126

It is requested to assign the higher pay scale of Rs.5200-11755.

The post is filled by transfer from the category of Attenders and other equivalent posts or by direct recruitment. The qualifications prescribed for appointment by transfer are a pass in Eighth class and possession of Laboratory Attenders Certificate and for Direct Recruitment the qualification is SSC and a Laboratory Attenders Certificate from a recognized institute.

The pay scales assigned to the posts from time to time are mentioned below.

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Lab Attendant	180-350	350-550	780-1275 (Q)/ 740-1150 (U.Q.)	1535-2840 (Q)/ 1375-2375 (U.Q.)	<u>2870-5470 (Q)/</u> 2550-4550 (U.Q)	4370-9755 4260-9520 (to those who posses Lab Attendant Certificate) 3850-8600 (UQ)

Orders were issued G.O.Ms. No.459, HM&FW Department, dt.8.9.1994, notifying Public Health Laboratories and Food (Health) Administration Subordinate Service Rules. The Pay Revision Commissioner, 1999 recommended a corresponding scale to this post, keeping in view the service rules notified in the G.O. The Anomalies Committee, 2004, recommended a pay scale of Rs.2990-5810 to Lab Attendants in the HM & FW Department. Generally the Lab Attendants of the Institute of Preventive Medicine should also be covered. However the Pay Revision Commissioner, 2005 also recommended the following corresponding pay scales to the Lab Attendent of IPM.

(Rs.4370-9775) (if the pay scale of Rs. 2990-5810 was assigned)

(Rs.4260-9520) (to those who possess Lab Attendant Certificate) (Q)

(Rs.3850-8600 (UQ))

The Commission is convinced that the Pay Revision Commission, 2005 after taking into account the Andhra Pradesh (Institute of Preventive Medicine, Public Health Laboratories and Food (Health) Administration Subordinate Service Rules notified in G.O.Ms.No.459, HM&FW Department, dt.8.9.1994, assigned appropriate scales. Accordingly the Commission assigns the following scales to this category:

Rs.7740-23040 (for those in the pay scale of Rs.4370-9775)

Rs.7520-22430 (for those in the pay scale of Rs.4260-9520 and future entrants with the qualifications notified in G.O. Ms. No. 459 HM&FW Department, dt.08.09.1994)

Rs.6700-20110 (for those in the pay scale of Rs.3850-8600)

Mechanic Grade-I : **Rs.6195-14175**
(to those approached Hon'ble APAT in O.A.No. 2187/98 as per Memo No.1068/L1/94, HM&FW (L1) Dept., Dated 23.12.99)
(Rs.5200-11755)

No. of posts : 1

Electrician Grade-II : **Rs.5200-11755**
(Personal to those with the Qualifications prescribed in the service rules)
(Rs.4260-9520 (FE))

No. of posts : 1

Electrician Grade-I : **Rs.6195-14175**
 (to those approached
 Hon'ble APAT in O.A.No.
 2187/98 as per Memo
 No.1068/L1/94, HM&FW
(L1) Dept., Dt. 23.12.99)
 (Rs.5200-11755)
 (Personal to those with the
 Qualifications prescribed in
the service rules)
 (Rs.4595-10285(FE))

No. of posts : 1

The request is that the Mechanic Grade-I be assigned the pay scale of Rs.7200-16195 on par his counter-part in Agriculture Department.

It is requested to assign the higher pay scales to the other categories on par with their counter parts in Agriculture Department.

According to service rules issued in G.O.Ms.No.459, HM&FW Department, dt.8-9-1994, appointment to the post of Mechanic Grade-I is by promotion from Senior Mechanic, Gas Mechanic, Junior Mechanic and Assistant Mechanic. The qualification prescribed for the post is ITI certificate in the relevant trade recognized by the Government. Appointment to the category of Electrician Grade-I is by promotion from Electrician Grade-II and Mechanic (Electrical). The qualification prescribed is ITI certificate in the relevant trade recognized by the Government. The post of Electrician Grade-II is filled by direct recruitment. The qualification prescribed is ITI certificate in the relevant trade recognized by the Government.

The PRC 2005 before whom it was contended for higher scale, had assigned corresponding scales with protection of pay scale to those who are in higher pay scales and for future entrants in terms of Government orders.

The commission concurs with the views of the earlier Commission and accordingly assigns the corresponding pay scales for the posts.

Mechanic Grade-I : **Rs.10900-31550**
 (Rs.6195-14175)
 (to those approached
 Hon'ble APAT in O.A.No.
 2187/98 as per Memo
 No.1068/L1/94, HM&FW
(L1) Dept., Dated 23.12.99)
 Rs.9200-27000 (F.E)
 (Rs.5200-11755)

Electrician Grade-II	:	Rs.9200-27000 (Rs. 5200-11755) (Personal to those with the Qualifications prescribed in <u>the service rules</u>) Rs.7520-22430 (FE)) (Rs.4260-9520)
Electrician Grade-I	:	Rs.10900-31550 (Rs. 6195-14175) (to those approached Hon'ble APAT in O.A.No. 2187/98 as per Memo No.1068/L1/94, HM&FW <u>(L1) Dept., Dt. 23.12.99</u>) Rs.9200-27000 (Rs.5200-11755) (Personal to those with the qualifications prescribed in <u>the service rules</u>) Rs.7960-23650 (FE) (Rs.4595-10285)
Sample Custodian	:	<u>Rs.6195-14175(P)</u> <u>Rs.5470-12385(FE)</u>
No. of Posts	:	

According to service rules the Sample Custodian is by promotion from the Laboratory Attendants and also by direct recruitment. The qualifications prescribed for direct recruitment is B.Sc. with Chemistry and a certificate of Laboratory Technician from an Institute Recognized by Government of A.P. The qualifications prescribed for appointment by promotion is a pass in SSC and a Laboratory Technician Training Certificate. This is on par with Lab Technician Grade-II.

The Commission recommended the scale of Rs.6195-14175 to the Lab Technician Grade-II. The Commission recommends for continuance of the existing parity with Lab Technician Grade-II and accordingly recommends the scale of Rs.10900-31550 (Rs.6195-14175) as against the existing scale of Rs.5470-12385 while for the existing incumbents who are in the scale of Rs.6195-14175 the commission recommends Rs.11860-34050 (Rs.6675-15500) as personal to them.

Lab Technician Grade-II : **Rs.5470-12385**
 No. of posts : 81

It is requested to assign the higher pay scale of Rs.6195-14175 on par with ECG Technicians

The post of Lab Technician Grade II is filled by direct recruitment or by promotion from Lab Attendant. The qualifications prescribed for the post is B.Sc., with Chemistry and Lab Technician course for direct recruitment.

The PRC 2005 while rejecting the request for assigning the pay scale of E.C.G. Technician assigned the scale of Rs.5470-12385.

The pay scales of the Lab Technician Grade-II and ECG Technician from time to time varied as mentioned below.

Category	1978	1986	1993	1999	2005
	(Rs.)				
Lab Technician Grade-II	500-800	1010-1800	1875-3750	3550-7150	5470-12385
				3750-7650 (A.C. 2004)	
ECG Technician (Medical Education Department)	530-850	1100-2050	2075-4270	3950-8150	6195-14175
				4190-8700 (A.C.2004)	

The Commission recommends the pay scale of Rs.10900-31550 corresponding to the existing scale of Rs.6195-14175 for this post on par with Lab Technician Grade - II in Medical Education Department as against the existing scale of Rs.5470-12385.

Technical Assistant : **Rs.5470-12385**
 No. of posts : 4

The request is for assigning the higher pay scale of Rs.6195-14175.

The post is filled by direct recruitment and by promotion from the category of Lab Assistant / Lab Technician. The qualifications for direct recruitment are B.Sc., Chemistry with Lab Technician Certificate.

The pay scales of the Technical Assistant are shown below.

Category	1978	1986	1993	1999	2005
	(Rs.)				
Technical Assistant	530-850	1150-2110	1975-4010	3750-7650[EIP] 3550-7150[FE]	5470-12385(EIP) 5200-11755(FE)
					5470-12385 *

* As recommended by the Anomalies Committee 2008.

The category of Technical Assistant represented to the PRC 1999 seeking uniform pay scale of Rs.2195-4560 on par with Lab Technician Grade-I for the categories of Chemist (Cholera), Technical Assistant and Sample Custodian on the ground that the department is facing difficulties in the matter of promotions due to the present variation in the pay scales of the above categories. The PRC agreed for a common pay scale of Rs.3550-7150 to all the above 4 categories with protection of pay of Rs.3750-7650 for those who are already in higher pay scales.

The above category represented to the PRC 2005 seeking higher pay scale of Rs.4430-9300 on the ground that those who have been promoted from Lab Technician Grade II to Technical Assistant are drawing a lower scale of pay Rs.3750-7650 whereas the earlier Lab Technician Grade II who were promoted as Lab Technician Grade I were drawing a higher scale of pay of Rs.4430-9300. The PRC 2005 while reiterating the views of the PRC 1999 assigned a pay scale of Rs.5470-12385 for the posts of Sample Custodian and Technical Assistant on par with Lab Technician Grade-II with protection to those who were in higher pay scale.

The Anomalies Committee 2008 recommended a common pay scale of Rs.5470-12385 since the posts of Lab Technician Grade II and Technical Assistant cum Sample Custodian have been clubbed with those of Chemist (Cholera).

There is no reason to improve the pay scale of this category and the Commission accordingly recommends a corresponding pay scale of Rs.9460-27700 to the category of Technical Assistant, as against the existing scale of Rs.5470-12385.

Senior Technical Assistant : **Rs.6195-14175 (EIP)**
(Rs.5750-13030 (FE))

No. of Posts : 1

The request is to assign higher pay scale of Rs.6675-15500 on par with Lab Technician Grade-I.

The post of Senior Technical Assistant is filled by promotion from Technical Assistant. As regards Senior Technical Assistant it is stated that the present incumbent is having Lab Technician Certificate.

The pay scales of the Senior Technical Assistant and Lab Technician Grade I over a period of time are mentioned below.

Category	1978	1986	1993	1999	2005
	(Rs.)				
Senior Technical Assistant	550-900	1050-1945	2195-4560	4190-8700[EIP] 3950-8150[FE]	6195-14175[EIP] 5750-13030[FE]
Lab Technician Grade – I.	575-950	1150-2110	2195-4560	4430-9300	6505-15025

Thus the persistent request has been to assign a pay scale on par with Lab Technician Grade I.

The Commission is convinced of the need to improve the pay scale of this category in tune with the over all approach adopted. Hence the Commission assigns a common scale of pay of Rs.10900-31550 corresponding to Rs.6195-14175 and removes the distinction between the Existing Incumbent and Future Entrant.

Junior Analyst : **Rs.7200-16925**
No. of Posts : 88

The request is to assign the pay scale of Rs.9285-21550 to the Junior Analyst on par with Assistant Chemist in Ground Water Department and Assistant Chemist in Mines & Geology Department.

The Service Rules provide for filling up of this post by promotion from the category of Laboratory Technician Grade-I. If no qualified candidate is available in the category of Laboratory Technician Grade-I, this is to be filled by promotion of Senior Technical Assistant including Chemical Assistant. If no qualified candidates are available in the earlier two categories, this is to be filled by promotion from the category of Laboratory Technician, Grade-II including Chemist (Cholera), Technical Assistant and Sample Custodian. There is also provision for direct recruitment. The qualification prescribed for promotion is B.Sc. Degree with Chemistry as one of the subjects and a Laboratory Technician's Certificate or its equivalent. The qualification prescribed for direct recruitment is M.Sc degree in Chemistry or Bio-Chemistry or Micro-Biology or Food Technology/Life Sciences (Botany, Zoology and Allied Sciences), Food and Drugs, Public Health.

The pay scales of the Junior Analyst and the other categories over a period of time are as follows.

Category	1974	1978	1986	A/RGC 1989	1993	1999	2005
	(Rs.)						
Junior Analyst	410- 750	650- 1100	1230- 2330	1280- 2440	2375- 5040	4550- 9600	7200- 16925
Assistant Chemist (Ground Water)	-	800- 1450	1550- 3050	-	3110- 6380	5980- 12100	9285- 21550
Assistant Chemist (Mines & Geology Department.)	530- 1050	800- 1450	1550- 3050	-	3110- 6380	5980- 12100	9285- 21550

It is pertinent to note the observations made by the PRC 1999, while assigning the corresponding pay scale of Rs.4550-9600 for the post.

“The categories in Ground Water and Mines and Geology departments which are gazetted and with which comparison is made, have always been on a higher scale, at least since, 1974. Considering the method of appointment which provides for promoting even a Lab Technician Grade.-II to this category if suitable persons are not available for promotion among the higher feeder categories and the duties and responsibilities, the corresponding scale is recommended”

Thus parity with Ground Water and Mines and Geology Departments has not been considered and not accepted by the earlier Commissions. The PRC 2005 has assigned a higher pay scale of Rs.7200-16925 keeping in view the qualifications prescribed for direct recruitment. The Commission, however, while rationalizing the Pay structure of Para Medical Staff, is inclined to upgrade the scale of Junior Analyst in Institute of Preventive Medicine also and accordingly recommends the scale of Rs.13660-38570 (Rs.7770-18575) as against the existing scale of Rs.7200-16925.

Food Inspector (Non Gazetted) : Rs.7200-16925
No. of posts : 48

Prevention of Food Adulteration Act Enforcement Officers Association, Food (Health) Administration has stated that the duties of Food Inspector (Non Gazetted) include filing Charge-sheets against the offenders, counter check of Agmark and attending to V.V.I.Ps., duties etc. The Association has requested for a higher pay scale duly drawing comparison

with Health Educator (General) (Rs.8385-19125), Deputy Para Medical Officer (Non-Medical Supervisor) (Rs.8385-19125), Assistant Registrar of Cooperative Societies (Rs.8385-19125), Fisheries Development Officer (Formerly Inspector of Fisheries) (Rs.8385-19125), Assistant Labour Officer (Rs.8385-19125), Extension Officer (PR&RD) (Formerly E.O)(Rs.8385-19125) and Divisional Panchayat Officer(Rs.9285-21550).

The post is filled by direct recruitment and by transfer from among the Junior Analysts, qualified Sanitary/Health Inspectors working as Food Inspectors in Panchayats, qualified Health Inspectors in the Medical and Health Department and qualified Sanitary /Health Inspectors of Municipal Corporations/ Municipalities. The qualification prescribed for direct recruitment is a Master's degree in Science with Chemistry, Public Health, Food Technology, Life Sciences (Botany, Zoology and Allied Sciences) and Food and Drugs and Public Health. The qualification prescribed for appointment by transfer from the category of Sanitary /Health Inspectors in a Bachelor's degree in Science with Chemistry as a subject and a certificate in Sanitary Inspectors Training Course together with training in food inspection and sample work. The qualification prescribed for transfer from Junior Analyst, is a Bachelor's degree in Science with Chemistry as a subject and satisfactory training for three months in Food Inspection and Sampling work, under Food (Health) Authority.

The pay scales of the Food Inspector (Non-Gazetted) post as evolved in earlier revisions is shown below.

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Food Inspector (Non-Gazetted)	360-700	600-1050	1150-2110	2195-4560	4190-8700	7200-16925
					4550-9600 (A.C. 2004)	

The PRC 2005 while observing that this is a feeder category for the post of Gazetted Food Inspector and comparison with Divisional Panchayat Officer, and other categories is not warranted as qualifications and duties of these categories are different. He has assigned the scale of Rs.7200-16925 which is an upward revision by one stage.

The Commission is of the opinion that the comparison with Health Educator, Deputy Para Medical Officer (Non Medical Supervisor), Assistant Registrar of Cooperative Societies, Fisheries Development Officer, Assistant Labour Officer, Extension Officer (PR&RD) and Divisional Panchayat Officer is not based on any rational factors.

The Commission is convinced of the need to improve the pay scale and assigns the scale of Rs. 13660-38570 which corresponds to the scale of Rs.7770-18575 to the category of Food Inspector (Non-Gazetted) as against the pay scale of Rs.7200-16925.

Food Inspector (Gazetted) : Rs.9285-21550
 No. of posts : 22

It is stated that the Food Inspector (Gazetted) is the Local Health Authority and is charged with the task of implementing various Central and State Laws. He has to co-ordinate with the functionaries of various departments like Revenue, Civil Supplies, Municipal Administration and Commercial Taxes.

The request is for a higher pay scale duly drawing comparison with Assistant Commissioner (Labour Department) (Rs.10285-24200), District Malaria Officer (Rs.10845-25600) and Municipal Commissioner Grade-I (Rs.10845-25600).

The post is filled by direct recruitment with candidates having Post Graduate Degree in Chemistry and by promotion from Food Inspector (Non-Gazetted). Appointment to the category of Food Inspector (Gazetted) is by transfer from the category of Food Inspector (Non-gazetted). The qualification prescribed for Food Inspector (Non Gazetted) is B.Sc., degree with Chemistry as one of the subjects or a degree in Public Health or Food Technology and three months satisfactory training in Food Inspection and Sampling work.

The pay scales assigned during the earlier revision to the Food Inspector (Gazetted) post are given is shown below.

Category	1978	1986	1993	1999	2005
	(Rs.)				
Food Inspector (Gazetted)	800-1450	1380-2750	2930-5960	5640-11300	9285-21550

The functions and qualifications of Assistant Commissioner (Labour Department), District Malaria Officer, Municipal Commissioner Grade-I are unrelated to Food Inspector (Gazetted). During the last Pay Revision, this category has received upward revision by two stages.

Considering the duties and qualifications prescribed, the Commission is of the view that the present scale is adequate and accordingly assigns the corresponding scale of Rs. 16150-42590 (Rs.9285-21550)

Junior Scientific Officer	:	Rs.10285-24200
No. of posts	:	18
Senior Scientific Officer	:	Rs.12385-27750
No. of posts	:	4

It is requested to assign the higher pay scale of Rs.11755-26300 to Junior Scientific Officer and Rs.14600-29250 to Senior Scientific Officer.

According to service rules, appointment to the category of Junior Scientific Officer is made by transfer from Junior Analyst in the Department one must possess M.Sc., /AIC in Chemistry/Bio-Chemistry/Life Sciences (Micro Biology) Botany/ Zoology etc., and a pass in Public Analyst's Test and Accounts Test for Executive Officers or Accounts Test for Subordinate Officers Part I and II.

Appointment to the post of Senior Scientific Officer is by promotion of Junior Scientific Officer. The qualifications prescribed are M.Sc./AIC in Chemistry etc., and pass in Public Analyst's test.

Progression of the scales for the above two categories are as follows.

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Junior Scientific Officer	600-1100	900-1500	1810-3230	3310-6840	6350-13000	9285-21550
						10285-24200 (A.C. 2008)
Senior Scientific Officer	1000-1550	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750

The category of Junior Scientific Officer represented to PRC 1993 seeking parity with Civil Assistant Surgeons and to assign a pay scale of Rs.1980-3500. The PRC did not agree for parity with Civil Assistant Surgeon and assigned a corresponding pay scale of Rs.3310-6840. This category represented to PRC 1999 seeking parity with Assistant Director of Ground Water Department and the PRC did not agree and assigned a corresponding pay scale of Rs.6350-13000. This category represented to the PRC 2005 seeking parity with Junior Scientific Officer of Drug Control Administration but PRC assigned the corresponding pay scale of Rs.9285-21550.

This category represented to Anomalies Committee 2008 seeking parity with Junior Scientific Officer of Drug Control Administration Department. The Anomalies Committee 2008 considered and assigned the

scale of Rs.10285-24200 on par with Junior Scientific Officer, Drug Control Administration.

As regards Senior Scientific Officer it is, contended that these are the senior level officers attached to the State Food Laboratory and are only next in command to Chief Public Analyst who is the head of the laboratory. As the promotion post of Chief Public Analyst is a solitary post, promotion chances are bleak. The Junior Scientific Officer who was promoted to this category is also getting stagnated.

The other requests are dealt with in the relative chapter in volume-I of the report.

The Commission is of the view that the existing scale assigned to the above two categories are adequate and therefore assigns the corresponding scales as mentioned below.

Junior Scientific Officer	:	Rs.18030-43630 (10285-24200)
Senior Scientific Officer	:	Rs.21820-48160. (12385-27750)

The other categories as follows :

Assistant Food Controller	:	Rs.10285-24200
No. of posts	:	8
Deputy Food Controller	:	Rs.12385-27750
No. of posts	:	1
Joint Food Controller	:	Rs.15500-30000
No. of posts	:	

It is represented that the duties of the Assistant Food Controller include effective implementation of P.F.A., Act, investigation of complaints and food poisoning incidents, obtaining monthly reports etc.

It is represented that the duties of the Deputy Food Controller include Policy making from this level, to assist the Food (Health) Authority and processing the files for according written consent for launching of prosecutions for the offence under the Provisions of Prevention of Food Adulteration Act. Hence, this is a key position in implementation and enforcement of prevention of Food Adulteration Act.

The duties of the Joint Food Controller include monitoring the activities of implementation of the Prevention of Food Adulteration Act / Food Safety and Standards Act, 2006, to assist the Director & Food (Health) Authority in overall administration in respect of enforcement of Prevention of Food Adulteration Act & Rules made there under, to perform all such other functions and duties as are being entrusted by the Director & Food (Health) Authority from time to time and will assist the Food (Health) Authority in the sanction of written consent against offenders.

It is requested to assign the higher pay scale of Rs.11755-26300 to Assistant Food Controller, Rs.14600-29250 to Deputy Food Controller and Rs.18025-30765 to Joint Food Controller.

According to the Service Rules, appointment to the category of Assistant Food Controller is by promotion from the Gazetted Food Inspector. Deputy Food Controller is filled by promotion from the category of Assistant Food Controller and the qualification prescribed is a post graduate degree in science or B.Sc. degree with a degree in Law. Joint Food Controller post is filled by direct recruitment and by promotion from Deputy Food Controller. For direct recruitment the qualifications are M.Sc., / B.Sc., L.L.B.

The pay scales of the Assistant Food Controller, Deputy Food Controller and Joint Food Controller given in earlier revisions are shown below.

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Assistant Food Controller	600-1100	900-1500	1810-3230	3310-6840	6350-13000	10285-24200
Deputy Food Controller	-	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750
Joint Food Controller	-	-	-	-	10250-17050	15500-30000

The PRC 1999, while ruling out comparison with the categories on laboratory side with Drugs Control Administration department in view of the differences in the qualifications prescribed and responsibilities were assigned corresponding scale to these posts.

The post of Assistant Food Controller was assigned a revised pay scale of Rs.10285-24200 in PRC 2005, which was a one stage improvement.

The Commission is convinced that there are no new grounds to take a different view and accordingly assigns the following corresponding pay scales to the above posts.

Assistant Food Controller	:	Rs.18030-43630 (Rs.10285-24200)
Deputy Food Controller	:	Rs.21820-48160 (Rs.12385-27750)
Joint Food Controller	:	Rs.27000-51760 (Rs.15500-30000)
Deputy Chief Public Analyst	:	Rs.13390-28500
No. of posts	:	1
Chief Public Analyst	:	Rs.15500-30000
No. of posts	:	1

It is requested to assign the higher pay scale of Rs.16925-30765 to Deputy Chief Public Analyst and Rs.18025-30765 to Chief Public Analyst.

The post of Deputy Chief Public Analyst was created by upgrading one stage the post of Senior Scientific Officer in G.O.Ms.No.53, Finance (SMPC) Department, dated 22.02.2008.

Earlier the feeder category to the post of Chief Public Analyst is Senior Scientific Officer and after amending the rules, the post of Deputy Chief Public Analyst is the feeder category for the promotion.

The pay scales of the Deputy Chief Public Analyst and Chief Public Analyst posts, over a period of time, are as follows.

Category	1978	1986	1993	1999	2005
	(Rs.)				
Deputy Chief Public Analyst	Note:-Upgraded one post of Senior Scientific Officer as Deputy Chief Public Analyst in G.O.Ms.No.53 Finance (SMPC) Department, Dated: 22.02.2008.				13390-28500
Chief Public Analyst	1500-2100	2690-4440	5390-8980	10250-17050	15500-30000

The other requests are dealt with in the relative chapter in volume-I of the report.

The commission is of the view that the existing scales are adequate and there are no new grounds warranting higher pay scales. The Commission therefore assigns the scales to the following two posts as mentioned below.

Deputy Chief Public Analyst	:	Rs.23650-49360 (Rs.13390-28500)
Chief Public Analyst	:	Rs.27000-51760. (Rs.15500-30000)
Junior Mechanic	:	<u>Rs.5200-11755(P)</u> (Rs.4260-9520(FE))
No. of posts	:	

The A.P. N.G.Os Association has requested to assign higher pay scale of Rs.6195-13945 on par with Mechanic Grade-II in Agriculture Department.

The post is filled by direct recruitment and by promotion from the category of helper. For direct recruitment the qualifications are ITI Certificate in the relevant trade. Mechanic Grade-II in Agriculture Department is filled by direct recruitment and by promotion from Grade-III. For direct recruitment the required qualification is ITI.

The pay scales of the Junior Mechanic and Mechanic Grade II in Department over a period of time are as follows.

Category	1978	1986	1993	1999	2005
	(Rs.)				
Junior Mechanic	410-625	1010 - 1800	<u>1875-3750(P)</u> 1535- 2840(FE)	<u>3550-7150(P)</u> 2870- 5470(FE)	<u>5200-11755(P)</u> 4260-9520(FE)
Mechanic Grade-II in Agriculture Department	475-760	1150 - 2110	<u>2195-4560(P)</u> 1745-3420(FE)	<u>4190-8700(P)</u> 3290-6550(FE)	<u>6195-14175(P)</u> 4825-10845(FE)

The Commission noticed that Mechanic Grade II in Agriculture Department has always been carrying a higher pay scale. The Commission is of the view that the existing scale adequate and accordingly recommends the corresponding scale of as mentioned below.

Junior Mechanic	:	Rs.9200-27000 (P) (Rs.5200-11755) Rs.7520-22430 (FE) (Rs.4260-9520)
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21 (f). INSURANCE MEDICAL SERVICES DEPARTMENT

Blood Bank Technician	:	<u>Rs.5200-11755 (Q)</u> Rs.4050-9050 (U.Q)
No. of Posts	:	

Sri A.Venkatesham, Blood Bank Technician, ESI Hospital, Sanathnagar, Hyderabad and Sri.V.B. Ananth Kumar & Sri. S.Bhagwan Chandu and others represented that the Blood Bank Technician duties are of an Emergency nature. It is requested for assigning a higher pay scale on par with Lab Technician Grade-II.

The post of Blood Bank Technician is filled by promotion from Laboratory Attendant and if no qualified Laboratory Attendant is available it is filled by direct recruitment. The qualifications prescribed for direct recruitment are a pass in 10th class examination and a certificate of Lab. Technicians Course from any recognized Institution.

The comparable post of Lab Technician Grade-II is filled by promotion of Laboratory Attendant and if no qualified Laboratory Attendant is available for promotion, filled by direct recruitment. The qualifications prescribed for direct recruitment are a pass in 10th class examination and a certificate of Lab. Technicians Course from any recognized Institution.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Blood Bank Technician	410-625	780-1275	1475-2675	3550-7150	5200-11755
Lab Technician Grade-II	500-800	1010-1800	1875-3750	3750-7650	5470-12385

The Anomalies Committee recommended equalization of pay scales between Lab Technician Grade II and Blood Bank Technician of E.S.I.

As the qualification for Lab Technician Grade-II and Blood Bank Technician are the same and there is similarity of functions, the Commission recommends the scale of Rs.10020-29200 (Rs.5750-13030) for the category of Blood Bank Technician for those qualified and who are in the existing scale of Rs.5200-11755 and Rs.7520-22430 (Rs.4260-9520) for those unqualified and who are in the existing scale of Rs.4050-9050.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

Compounder (Ayurveda) : Rs.4825-10845
No. of Posts : 1

Compounder (Homoeo) : Rs.4825-10845
No. of Posts : 1

Sri V.Venu Kumar, Compounder (Ayurveda), Sri A.Tulasidas (Compounder (Homoeo) represented to assign a higher pay scale on par with Pharmacist Grade-II of IMS Department.

The post of Compounder is filled by direct recruitment. The qualifications prescribed for the post are Intermediate and one year Diploma. The comparable post Pharmacist Grade II is filled by direct recruitment. The qualifications for Pharmacists are Intermediate and Two Years Diploma in the category of Pharmacy.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Compounder	450-700	860-1470	1745-3420	3290-6550	4825-10845
Pharmacist Grade-II	500-800	1010-1800	1975-4010	3750-7650	5470-12385

These posts are on par with their counter parts in Indian Medicine and Homeopathy Department.

PRC 2005 after considering the request for parity with Pharmacist Grade II came to the conclusion that these posts are on par with their counter parts in Indian Medicine and Homeopathy Department and accordingly assigned the scale on par with Compounders in AYUSH.

The Anomalies Committee before whom they sought parity with Pharmacist Grade II, has also come to the same conclusion.

The change of designation as Pharmacist is not in the purview of the commission.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

Comparison with Pharmacists is not correct as the qualification for the Pharmacist is a 2 year Diploma instead of 1 year for the Compounder.

As there are no new grounds, the Commission, recommends the pay scale of Rs.9200-27000 (Rs.5200-11755) on par with Compounder in AYUSH.

ECG Technician : **Rs.6195-14175**
No. of posts : 15

Sri V.B. Ananth Kumar & Sri B. S. Bhagwan Chandu and others stated that the duties of ECG Technician duties are of Emergency nature. It is therefore requested for assigning a higher pay scale of Rs.6675-15025.

The post of ECG Technician is filled by direct recruitment; the qualifications are SSC with Diploma or Intermediate with certificate course, Diploma in ECG.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
ECG Technician	-	-	1375-2375	2550-4550	3850-8600
	410-625	780-1275	1475-2675	2750-5150	4050-9050
	575-950	1100-2050	2075-4270	3950-8150	6195-14175

The PRC 2005 before whom it was contended for assigning the same scale, had recommended the pay scale of Rs.6195-14175 on par with similar category in Medical Education Department.

The Anomalies Committee before whom it was represented for higher scales had observed that the fact remains that right from 1978, there has existed the three different categorization of posts carrying different scales of pay and the PRC 2005 only had refitted these scales in the revised set up and prima-facie, no anomaly exists and hence no action is called for at this juncture.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

As no new grounds were brought to the notice, the Commission recommends the pay scale on par with E.C.G. Technician in Medical Education Department, (i.e.) for whom the P.R.C. recommended the scale of Rs.11530-33200 (Rs.6505-15025) as against the existing scale of Rs.6195-14175.

Junior Analyst : **Rs.7200-16925**
 No. of Posts : 1

Sri. V.B. Ananth Kumar & Sri. S.Bhagwan Chandu and others stated that the duties of Junior Analyst include handling hazardous acids and other chemicals of a toxic in nature. It is therefore requested for assigning a higher pay scale of Rs.8815-18805.

The post of Junior Analyst is filled by direct recruitment and by promotion from Lab Technician. The qualification prescribed for direct recruitment is PG in Chemistry / B. Pharmacy where is for promotion from the category of Lab Technician, it is B.Sc.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Junior Analyst	-	1230-2330	2375-5040	4550-9600	7200-16925
		1280-2440 (A.C.)			

The commission recommends the pay scale of Rs.13660-38570 (Rs.7770-18575) for the post as against the existing scale of Rs.7200-16925.

Lab Attendant : **Rs.4370-9775 (Q)**
Rs.3850-8600 (UQ)
 No. of Posts : 1

Sri. V.B. Ananth Kumar & Sri. S.Bhagwan Chandu and others represented that duties of Lab Attendant include cleaning of glass ware, sterilizing Biohazardous material by means of Autoclaving and incineration. It is requested for assigning a higher pay scale of Rs.5200-11715.

The post of Lab Attendant is filled by direct recruitment. The qualifications are SSC pass and completion of one year Lab Attendant Course.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Lab Attendant	290-425	740-1150	1375-2375	<u>2870-5470 (Q)</u> 2550-4550 (UQ)	<u>4370-9775 (Q)</u> 3850-8600 (UQ)

The PRC 2005 had considered the request for parity with the similar categories in Medical and Health Department and recommended the following scales.

1. Lab Attendant : Rs.4370-9775 (Q)
Rs.3850-8600 (UQ)
2. Lab Technician Grade-II : Rs.5470-12325
3. Lab Technician Grade-I : Rs.6505-14665

As the qualification prescribed for Lab Attendant is a pass in SSC and a pass in Lab Attendant Course, the Commission recommends the scale of Rs.7960-23650 (Rs.4595-10285) for those qualified and Rs.6900-20680 (Rs.3950-8815) for those unqualified, on par with similar categories in the Medical and Health Department, as against the existing scale of Rs.4370-9775 (Q) and Rs.3850-8600 (UQ) respectively.

Lab Technician Grade-II : Rs.5470-12385
No. of Posts : 147

Sri. V.B. Ananth Kumar & Sri. S.Bhagwan Chandu and others stated that the duties of Lab Technician Grade-II include preparation of solutions of various acids and Alcohols in the Laboratory. It is therefore requested for assigning a higher pay scale of Rs.6675-15025.

The post of Lab Technician Grade-II is filled by direct recruitment and by promotion from Lab Attendant who has a Lab Technician Training Certificate. The qualification prescribed for direct recruitment is a pass in SSC.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Lab Technician Grade-II	500-800	1010-1800	1875-3750	3550-7150	5470-12385

Having regard to the nature of duties, the Commission recommends the scale of Rs.10900-31550 (Rs.6195-14175) as against the existing scale of Rs.5470-12385.

Lab Technician Grade-I : **Rs.6505-15025**
No. of Posts : 2

Sri. V.B. Ananth Kumar & Sri. S.Bhagwan Chandu and others have requested for assigning a higher pay scale of Rs.7770-17455 to the Lab Technician Grade-I.

The post of Lab Technician Grade-I is filled by promotion from Lab Technician Grade-II.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Lab Technician Grade-I	575-950	1150-2110	2195-4560	4190-8700	6505-15025

As this is a promotion post for Lab Technician Grade II, the Commission recommends the scale of Rs.12550-35800 (Rs.7200-16925) as against the existing scale of Rs.6505-15025.

Pharmacist Grade-II : **Rs.5470-12385**
No. of Posts : 314

Sri. V.B. Ananth Kumar & Sri. S.Bhagwan Chandu and others have requested for assigning a higher pay scale of Rs.6675-15025 to the Pharmacist Grade-II.

The post of Pharmacist Grade-II is filled by direct recruitment and the minimum qualification is Intermediate with Diploma in Pharmacy.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	Rs.				
Pharmacist Grade-II	500-800	1010-1800	1975-4010	3750-7650	5470-12385

The Commission elsewhere in this report recommended the scale of Rs.6195-14175 for the post of Pharmacist Grade II in Medical and Health Department.

The commission accordingly recommends the pay scale of Rs.10900-31550 (Rs.6195-14175) as against the scale of Rs.5470-12385 on par with Pharmacist Grade - II in Medical and Health Department to the Pharmacist Grade II in Insurance Medical Services Department.

Refractionist : **Rs.5750-13030**
 No. of Posts :

Sri. V.B. Ananth Kumar & Sri. S.Bhagwan Chandu and others have requested for assigning a higher pay scale of Rs..6675-15025 to the Refractionist.

The post of Refractionist is filled by direct recruitment the qualifications are Intermediate with Science subject and a certificate of having completed training as Refractionist and Optician in the school of Optometry at SDE Hospital and Institute of Ophthalmology, Hyderabad.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Refractionist	530-850	1010-1800	2075-4270	3950-8150	5750-13030

In view of the qualifications prescribed and the duties attached to the post, the commission recommends the pay scale of Rs.11530-33200 (Rs.6505-15025) on par with Refractionist in Medical and Health Department as against the existing scale of Rs.5750-13030.

X-Ray Technician / Radiographer : **Rs.5750-13030**
 No. of Posts :

Sri. V.B. Ananth Kumar & Sri. S.Bhagwan Chandu and others have requested for assigning a higher pay scale of Rs..6675-15025 to the X-Ray Technician / Radiographer.

The post of X-Ray Technician / Radiographer is filled by direct recruitment and by promotion from Dark Room Assistant. The qualifications prescribed for promotees one should pass SSC with a pass in Radiology Assistant Course. For direct recruitment a pass in Intermediate with a Certificate in Radiological course is prescribed.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
X-Ray Technician / Radiographer	530-850	1010-1800	2075-4270	3950-8150	5750-13030

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

Having regard to the qualifications prescribed and as this is a promotion post for Dark Room Assistant for whom the Commission recommended the scale of Rs.5200-11755, the Commission recommends the scale of Rs.11530-33200 (Rs.6505-15025) as against the existing scale of Rs.5750-13030.

**21 (g). AYURVEDA, YOGA, NATUROPATHY, UNANI, SIDDHA
AND
HOMEOPATH (AYUSH) DEPARTMENT**

(Formerly Indian Medicine and Homeopathy)

The Indian Medicine and Homeopathy Department administers the Ayurveda, Unani, Homeopathy and Naturopathy Medical Systems. It has its own pharmacies in Ayurveda and Unani. It supplies the medicines to Government hospitals and dispensaries. The objectives of the Department are to serve the people by providing medical relief to the Indian System of Medicine. The Commissioner is the Head of the Department and he is the licensing authority for Ayurveda, Unani and Homeopathy drugs manufacturing under drugs and cosmetics rules. In addition to the Government colleges, there is one Nature Cure College at Hyderabad and one Unani College and Hospital at Kurnool and one College and Hospital at Rajahmundry which are under private management. The T.T.D. is also running one Ayurveda Medical College and Hospital at Tirupati.

The following is the number of colleges and hospitals and dispensaries.

System	Colleges	Hospitals	Dispensaries	Pharmacies
Ayurveda	3	6	550	1
Unani	2	5	193	1
Homeopathy	4	6	293	-

There are two Boards functioning at Hyderabad; one under Medical Act 1312 Fasli for Telangana Region and the other Andhra Board for Andhra area under Ayurveda and Homeopathy Medical Practitioners and Registration Act.

The course in Ayurveda, Unani and Homeopathy systems are of 5 ½ years duration including Internship. The recruitment is for the Medical Officer / Lecturer and the qualification prescribed is BAMS / BUMS/ BHMS. The hierarchy starting from entry level comprises of Medical Officers / Lecturer, Senior Medical Officer / Asst. Professor, Chief Medical Officer, Professor / Principal and the Additional Director.

The main grievance of the Medical Officers and staff is for parity with similar categories in teaching and non teaching categories of Medical and Health Department.

Government have issued orders separating the teaching cadres from the existing cadre strength of Medical Officers of three systems. The Teaching Faculty is attached to the colleges and to the Teaching Hospitals. The Non

Teaching Medical Officers attend to the duties in the Hospitals and Dispensaries other than the Teaching Hospitals.

The main demand for Medical Officers working in teaching hospitals is to assign the U.G.C. pay scales on par with their counterparts in Allopathy system of Medicine. The Non Teaching Medical Officers are requesting to assign the scale of pay as suggested to the similar categories in Modern Medicine.

They have also requested for sanction of Emergency Health Care Allowance, P.G. Allowance, NPPA and Academic Allowance etc.

The Commission has tried to ensure that the posts in this department are equated wherever possible with similar posts in Medical and Health Department at various levels and to see that appropriate parities in scales are maintained. The Commission in its report Volume I has extensively discussed the equation of posts belonging to Doctors in Modern Medicine, Ayush and Animal Husbandry systems, taking Doctors all as a group. In the process the Commission, for the present tried to bring the scales of Medical Officers working in Ayush nearer to those Medical Officers working in Modern Medicine by equating at the second level in Ayush to the first level of Modern Medicine and the third level in the Ayush with second level in Modern Medicine.

With the above approach, the Commission tried to examine the requests of the Medical Officer and staff in Ayush Department in the following paras.

Compounder (Ayurvedic)	:	Rs.4825-10845
No. of posts	:	581
Compounder (Unani)	:	Rs.4825-10845
No. of posts	:	241
Compounder (Homoeo)	:	Rs.4825-10845
No. of posts	:	297

Indian Medicine and Homeopathy (Ayush) Employees Union; Ayush Compounders Association; Department of Ayush Compounders Association have represented for assigning a higher pay scale on par with Pharmacist Grade-II. The other requests are for sanction of Washing Allowance, Stitching Allowance, Cash Dealing Allowance, Kit Maintenance Allowance and Enhancement of Risk Allowance.

These posts are filled by direct recruitment and also by transfer of persons in the last Grade Service of the department and by promotion from Register writers. The qualifications prescribed for direct recruitment is pass in

10th class and a Diploma of qualified Compounders in Indian Medicine and Homoeopathy issued by the Board of Examiners of Indian Medicine and Homoeopathy or any other certificate in compounding recognized by the government. The Rules also provide that in case no candidates with the Diploma qualification is available, candidates without qualifications may also be considered on condition that they successfully undergo training for a period of twelve months in theory and practical in any recognized hospital/dispensary in the respective system of medicine in the State and pass the examination conducted by the Director, Indian Medicine and Homoeopathy. The post of Pharmacist Grade-II is filled by direct recruitment. The qualifications are Intermediate and Two Years Diploma in Pharmacy.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Compounders	450-700	860-1470 910-1625 *	1745-3420	3290-6550	4825-10845
Pharmacist Grade-II	500-800	1010-1800	1975-4010	3750-7650	5470-12385

* Improved by Anomalies and Regrouping Committee.

The observations of PRC 2005 and Anomalies Committee Committee 2008 are as follows:

Thus there was always a difference between the pay scales of Compounders and Pharmacist Grade II. While PRC 2005 did not agree for parity, the Anomalies Committee of 2008 recommended equal pay scales.

The qualification prescribed for Compounders are not still equal to the qualification prescribed for Pharmacist. The commission recommends the pay scale of Rs.9200-27000 (Rs.5200-11755) for these posts and this is an improvement by one stage.

Ophthalmic Technician : **Rs.5750-13030**
No. of Posts :

Technician (Refractionist) : **Rs.5750-13030**
No. of Posts :

No representations have been received.

The qualifications as per service rules is one should possess a pass in Intermediate and Diploma in Optometry. He is now on par with Optometry Technician / Refractionist in the Medical Education Department, who have

been assigned the scale of Rs.6505-15025. The Commission is inclined to maintain the existing parity and accordingly recommends the scale of Rs.11530-33200 (Rs.6505-15025) as against the scale of Rs.5750-13030.

Librarian : **Rs.6195-14195**
No. of posts : 8

Sri. A.Yadagiri, Librarian, A.L. Government Ayurvedic College, Warangal and Sri.T.Nagabhushan Rao, Librarian, Dr.A.R.Govt.Homeo Medical College, Rajahmundry have requested for assigning a higher pay scale on par with Junior College Librarian. The other request is for special promotion post (i.e., 8 years, 16 years, 24 years SGP, SPP, SAPP-II) scale according to service seniority as there is no promotion in this department through out the service period

The post of Librarian is filled by direct recruitment. The qualifications are any Degree + B.L.I.Sc. The post of Junior College Librarian is also filled by direct recruitment; the qualifications are any Degree + B.L.I.Sc.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Librarian	450-700	1100-2050	2195-4560	4190-8700	6195-14175
Junior College Librarian	-	1100-2050	3110-6380	5980-12100	9285-21550

The category is already on par with Asst. Librarian in the Department of Public Libraries. Comparison with Librarian in the Junior Colleges is not correct.

In view of the above, the commission recommends the pay scale of Rs.10900-31550 on par with Assistant Librarian Grade II in the Department of Public Libraries.

Scientific Assistant : **Rs.6675-15500**
No. of posts : 4

Andhra Pradesh Ayush Department, Laboratory Employees Association, represented for assigning a higher pay scale of Rs.7770-18575.

The post of Scientific Assistant is filled by direct recruitment. The qualifications are Bachelors Degree in Pharmacy (B. Pharmacy) or a M.Sc. or

its equivalent in Chemistry or Bio-Chemistry or B.Sc. with Chemistry or with Association Diploma of the Institute of Chemists.

The qualifications prescribed for Junior Analyst under direct recruitment in Department of Medical Education is B.Sc., (Hon's) or M.Sc., Bio Chemistry or Microbiology and for promotion to the above post the qualification is B.Sc., with Chemistry and a Laboratory Technician's Certificate.

The pay scales given to this category in the earlier revisions are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Scientific Assistant	-	1230-2330	2375-5040	4550-9600	6675-15500
Junior Analyst in Department of Medical Education				4550-9600	6675-15500

Keeping in view the position, the Commission recommended the scale of Rs.7385-17475 to the Junior Analyst in Medical Education Department. The qualifications prescribed for the Scientific Assistant in Ayush are similar to those prescribed for Junior Analyst in the Medical Education Department and also the duties are similar. In the light of the above position, the Commission recommends the parity with the Junior Analyst in Department of Medical Education and recommends the scale of Rs.12910-36700 (Rs.7385-17475) as against the existing scale of Rs.6675-15500 to the Scientific Assistant in AYUSH.

Medical Officer (Ayurveda)(509) Including Lecturer (33), P.G. Technical Assistant(8), Drug Inspector (Ayur) (3)	:	Rs.9285-21550
No. of posts	:	553
Medical Officer (Homeo) (272) Including Lecturer (49) and Drug Inspector (1)	:	Rs.9285-21550
No. of posts	:	322
Medical Officer (Unani)	:	Rs.9285-21550
No. of posts	:	

Senior Medical Officer (Ayurveda)	:	Rs.10845-25600
(No. of posts: 63), Including Assistant Professor (33), Ayurveda Asst. (1) Post Graduate Lecturer (6), Medical Officer for Pharmacy and Herbal Garden (2)		
No. of posts	:	105
Senior Medical Officer (Homeo)	:	Rs.10845-25600
(No. of posts : 35)	:	
Including Assistant Professor(65) and Assistant Research Officer(2)		
No. of posts	:	102
Senior Medical Officer (Unani)	:	Rs.10845-25600
No. of posts	:	
Chief Medical Officer (Ayurveda)	:	Rs.13390-28500
(No. of posts:6) Including	:	41
Professors (21), Post Graduate Readers (7), Superintendents of Ayurveda Hospitals (3), Resident Medical Officer (1), Chief Superintendent Pharmacy (Ayur) (1), Regional Deputy Director (2)		
Chief Medical Officer(Homoeo)	:	Rs.13390-28500
(No. of posts: 6) Including	:	45
professors (31), Superintendents of Homoeopathy Hospitals (5) and Research Officer (Homeo)(1) and Regional Deputy Director(2).		
Chief Medical Officer (Unani)	:	Rs.13390-28500
No. of posts	:	
Additional Director ((Ayurveda)/ Professor/ Principal	:	Rs.18025-30765
(No. of posts: 1)	:	6
Including Principals of Ayurvedic Colleges (3), Post Graduate Professors (Ayur)(2)		

Additional Director (Homoeo)/Professor/ : Rs.18025-30765

Principal

(No. of posts: 1) : 5

Including Principals of Homoeopathy
Colleges (4)

Additional Director (Unani)/Professor/ : Rs.18025-30765

Principal

No. of posts :

A.P. Ayurvedic Medical Officers Association, Hyderabad and Andhra Pradesh Homoeopathic Medical Officers Association have requested for assigning higher pay scale to the Medical Officers (Ayurveda) and Medical Officers (Homeopathy) on par with Civil Assistant Surgeon/Assistant Professor.

The A.P. Unani Medical Officers Association have stated that Ayurveda, Yoga, Siddha, Unani and Homeopathy are a boon to the medical systems. It is further stated that the Central Council of Indian Medicine, the Apex body has inspected the Government Nizamia Tibbi College, Hyderabad and gave permission to establish 14 departments. They have further stated that Doctors of Ayush have been placed one step below the Allopathy Doctors since 1986 and it has further widened to 3 stages in 1999 and 4 stages in 2005. They are thus subject to discrimination in terms of pay scales and other compensatory allowances in comparison with Allopathy Doctors. They have also cited that the Government of Maharashtra has accorded U.G.C. pay scales to the Ayush System of teaching faculty and Karnataka Government has extended AICTE scales to the Doctors working in Ayurveda System and Central Council of Indian Medicine had strongly recommended the adoption of U.G.C. scales to teaching faculty of doctors working in Indian System of Medicine throughout India.

They have stated that Bachelor of Unani Medicine and Surgery (BUMS) is a 5 ½ years degree course that is being offered by Health University. The Doctors are rendering services to the ailing masses. They are participating in every National Health Programme. They have further stated that the Government have sanctioned Emergency Health Care Allowance at Rs.3,000/- per month, P.G. Degree Allowance at Rs.1,500/- per month and P.G. Diploma Allowance at Rs.1,000/- per month w.e.f. 1.10.2008 to the Non Teaching Doctors of the Modern Medicine and sought similar allowances for them.

They also brought to the notice of the PRC that Anomalies Committee 2008 had recommended for placing the Ayush Doctors one step below the Allopathy Doctors in pay scales and the recommendations were rejected by

the Government. They have therefore requested the Commission to recommend the following.

1. Parity in pay scales with Civil Assistant Surgeons and others.
2. Sanction of Emergency Health Care Allowance to the Medical Officers on par with Doctors in Modern Medicine.
3. Sanction of P.G. Allowance to the Medical Officers.
4. Sanction of Rural Allowance to Medical Officers etc.

The Government Ayurvedic College Teachers Association have represented that Government issued orders in G.O.Ms.No.67, Health, Medical and Family Welfare (I2) Department, dt.14.3.2005 duly superseding earlier service rules issued in G.O.Ms. No.265, Health, Medical and Family Welfare Department, dt.26.5.1994. As per the rules issued in 1994 BAMS was the minimum qualification for teaching and non teaching, the qualification is a Degree in Ayurveda, Unani and Homeopathy. They have further stated that Government in Memo No.4642/I2/2008-1, Health, Medical and Family Welfare Department, dt.20.5.2008 issued orders prohibiting the change of option from teaching to non teaching and from non teaching to teaching cadres. Thus the teaching posts were separated from non teaching post in Memo No.4960, Health Medical and Family Welfare Department, dt.30.6.2005 itself. It was further stated that NTR Health University recognized 5 departments to conduct Ph. D. programmes. The minimum qualifications prescribed for teaching posts is P.G. qualification and teaching experience. They teach under graduate courses and also P.G. in specialties.

It is further stated that Government of India in terms of recommendations of the 5th Central Pay Commission extended the scales of the Doctors of Modern Medicine to the Doctors in the Indian Medicine Department. They cited the orders issued by Government of India in 1997, 1999 and 2008. It is pointed out that Government of A.P. issued orders extending the U.G.C. pay scales to the teaching faculty in Allopathy and Dental Colleges. They have therefore requested for extension of the U.G.C. pay scales to the teaching community in Ayurveda. They have also brought to the notice of the Commission that Central Council of Indian Medicine has been insisting on U.G.C. pay scales to the teaching faculty of Ayurvedic Medical Colleges. It was also stated that Anomalies Committee 2008 headed by Sri Rangachary had recommended to establish full parity with Allopathy Doctors in the review by next PRC 2008. The Anomalies Committee 2008 had recommended for the scale of Rs.10845-25600 to Medical Officer to Rs.13390-28500 to Senior Medical Officer and Rs.16975-30765 to Chief Medical Officer.

They have therefore requested to recommend the U.G.C. pay scales to the teaching faculty of Ayurveda working in Government Ayurveda Colleges and to establish parity with the teaching faculty of Government Medical and Dental Colleges.

Finally they requested to implement the Pay Band and Grade Pay as sanctioned by the Government of India to the teaching faculty of Ayurveda Colleges also. The Andhra Pradesh Ayurveda Medical Officers Association in their representation has stated that the National Health Policy of 1983 envisaged the necessity to initiate measures to enable each of the systems of Department of Ayurveda to develop in accordance with their genius to achieve the goal of health for all by 2000 A.D. In consonance with the above approach, Government of India appointed High Power Committee to make a study through a consultancy for restructuring of Central Government Medical Services under the chairmanship of R.K. Tikku. Based on the recommendations of the above Committee, the 5th Central Pay Commission has recommended parity in the scales of pay among the Doctors of Indian Medicine system and Modern Medicine system. Basing on the recommendations of the 6th Central Pay Commission, the Government of India implemented the scale as applicable to the Allopathy Doctors to the Doctors working in the Indian Medicine system. They have further stated that several State Governments have accorded equal pay scales for Medical Officers of both these systems. They have therefore requested for recommending the U.G.C. pay scales on par with the pay scales applicable to Allopathy Doctors. They have also stated that the teaching faculty in Ayurveda working under the department of Ayush are fulfilling the eligibility criteria and experience prescribed by the Central Council of Indian Medicine of Government of India but the Teaching Doctors working in Indian Ayurvedic System are still drawing the State Scales of pay which is against the natural justice. Finally, the Association requested the Commission to consider the grounds for parity and accord equal pay scales and allowances to the Doctors on par with their counter parts in Modern Medicine Department.

The Medical Officer (Ayurveda, Unani and Homeo) post is filled by direct recruitment. The qualifications prescribed for direct recruitment is that one must have a Degree in Ayurveda/Unani/Homeopathy awarded by N.T.R. Health University.

The comparable post of Civil Assistant Surgeon is filled by direct recruitment and by transfer from A.P. Tribal Health Services. The qualifications prescribed for direct recruitment is that one must have passed M.B.B.S. Degree.

The pay scales assigned by the PRCs from 1978 onwards to these categories are as follows:

Category	1978	1986	1993	1999	2005
	(Rs.)				
Medical Officer (Ayurveda, Unani and Homeopathy)	750- 1300	1550-3050	3310- 6840	6350-13000	9285- 21550
Civil Assistant Surgeon	900- 1500	1810-3230	3640- 7580	6950-14425	11755- 26300
		1980-3500 (A/RGC)		7900-15475 (H.P.C.)	

The following statement indicates the progression of scales for the Doctors under Ayush and Doctors under Allopathy system of Medicine.

Category	1978	1986	A&RC	1993	1999	Task Force	2005	2008 A.C.
Civil Assistant Surgeon	900-1500 (XVIII)	1810-3230 (XVI)	1980-3500 (XVII)	3640-7580 (XX)	6950-14425 (XX)	7900-15475 (XXII)	11755-26300 (XXII)	
Medical Officer, AYUSH (3 systems)	750-1300 (XVI)	1550-3050 (XV)	0	3310-6840 (XIX)	6350-13000 (XIX)	0	9285-21550 (XIX)	
Dy. Civil Surgeon	1150-1700 (XX)	2150-3690 (XVIII)	2240-3860 (XIX)	4400-8700 (XXIII)	8400-16525 (XXIII)	9600-16525 (XXV)	14600-29250 (XXV)	
Sr. Medical Officer, AYUSH (3 systems)	900-1500 (XVIII)	1980-3500 (XVII)	0	3880-8140 (XXI)	7400-15475 (XXI)	0	10845-25600 (XXI)	
Civil Surgeon	1400-2000 (XXIII)	2690-4440 (XXII)	2780-4680 (XXIII)	5390-8980 (XXVI)	10250-17050 (XXVI)	11650-18625 (XXVIII)	18025-30765 (XXVII I)	
Chief Medical Officer, AYUSH (3 systems)	1150-1700 (XX)	2410-4050 (XX)	0	4400-8700 (XXIII)	8400-16525 (XXIII)	0	13390-28500 (XXIV)	

The above statement reveals that Doctors under Ayush Department are drawing scales of pay lower than the pay scales applicable to Doctors working in Modern Medicine. The Commission elsewhere in the report Volume I, has extensively discussed the question of assigning scales of pay to the Doctors working in the Ayush Department. The Commission observes that Ayush Department is relatively a new department when compared to Allopathy

Department. The Commission ruled out assigning equal pay scales to Medical Officers working in the Ayush Department on par with their counterparts Civil Assistant Surgeons working in the Medical and Health Department. They were never on par with Civil Assistant Surgeons. However, the Commission has brought parity for Senior Medical Officer with Civil Assistant Surgeons and Chief Medical Officer with Deputy Civil Surgeons. The pay scale of Medical Officer is also improved. As regards, the request of teaching faculty of Ayush Department for assigning U.G.C. pay scales, extension of U.G.C. pay scales to the Doctors working in the Ayush Department it does not fall within the purview of the Commission.

In tune with the above approach towards Doctors (i.e.) Medical Officers of Ayush and Veterinarians and Doctors of Modern Medicine, the Commission assigns the following pay scales.

Medical Officers	-	Rs.10285-24200 as against the existing scale of (3 systems) Rs.9285-21550. (Revised Scale Rs.18030-43630)
Senior Medical Officer	-	Rs.11755-26300 as against to the existing scale of Officer (3 systems) Rs.10845-30765 on par with C.A.S. (Revised Scale Rs.20680-46960)
Chief Medical Officer	-	Rs.14600-29250 as against to the existing scale of (3 systems) Rs.13390-28500 on par with Dy. Civil Surgeon. (Revised Scale Rs.25600-50560)
Addl. Director / Professor Principal (Unani)	-	Rs.18025-30765 corresponding scale. Professor / Principal (Revised Scale Rs.31550-53060)

The requests for sanction of the Emergency Health Care Allowance etc., are dealt with in Volume I.

NOTE